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Financing of the African Union-United Nations Hybrid Operation in Darfur

Budget for the African Union-United Nations Hybrid Operation in Darfur for the period from 1 July 2015 to 30 June 2016

Report of the Secretary-General

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Summary

The present report contains the budget for the African Union-United Nations Hybrid Operation in Darfur (UNAMID) for the period from 1 July 2015 to 30 June 2016, which amounts to $1,135,518,100.

In the period 2015/16, UNAMID will continue to focus its activities on the achievement of the key priorities endorsed by the Security Council in its resolution 2148 (2014): (a) mediation between the Government of the Sudan and non-signatory armed movements on the basis of the Doha Document for Peace in Darfur; (b) protection of civilians, the facilitation of the delivery of humanitarian assistance and the safety and security of humanitarian personnel; and (c) support to the mediation of community conflict, including through measures to address its root causes, in conjunction with the United Nations country team.

The budget provides for the deployment of 147 military observers, 15,698 military contingent personnel, 1,583 United Nations police officers, 1,820 formed police personnel, 962 international staff, 2,277 national staff, 167 United Nations Volunteers, 6 Government-provided personnel and 99 staff holding temporary positions. The 2015/16 budget reflects the ongoing implementation of the streamlining exercise conducted from April through October 2014, and represents the second *tranche* of reductions in civilian staffing in the Operation following the reductions in the 2014/15 period, which were approved by the General Assembly in its resolution 69/261. In this context, exclusive of posts financed by UNAMID in the Regional Service Centre at Entebbe, Uganda, a further 488 posts and positions are proposed to be abolished by 31 December 2015, comprising 10 international posts and positions, 476 national posts and positions and 2 United Nations Volunteer positions. In addition, the proposed budget reflects the redistribution of posts in the Regional Service Centre at Entebbe, so as to encompass the current situation of its client missions, resulting in a net decrease of 26 international posts and an increase of 18 national posts in the Regional Service Centre financed by UNAMID.

The proposed budget for 2015/16 of $1,135,518,100 represents a decrease of 1.6 per cent ($18,093,200) compared with the approved budget for 2014/15. The increased requirements for military and police personnel costs of $4,114,800 (0.7 per cent) are mainly attributable to higher projected levels of deployment for military contingents and for individual police, compared to the 2014/15 period. The increase (of 3.1 per cent) in cost requirements for civilian personnel, in the amount of $8,362,700, is attributable primarily to the implementation of a revised salary scale applicable to national staff. Meanwhile, the decrease (of 9.5 per cent) in operational costs requirements in the amount of $30,570,700 is attributable mainly to lower costs for: air transportation, owing to reduced requirements for petrol oil and lubricants, lower hiring costs and the reduction in the fleet by two rotary-wing aircraft; other supplies, services and equipment, owing mainly to reduced requirements for freight and other services; and ground transportation, attributable mainly to the reduction in the size of the vehicle fleet.

The total resource requirements for UNAMID for the financial period from 1 July 2015 to 30 June 2016 have been linked to the Operation's objective through a number of results-based frameworks, organized according to components, which have been realigned with the key priorities endorsed by the Security Council in its resolution 2148 (2014): (a) support to the mediation process; (b) protection of civilians; (c) support to the mediation of community conflict; and (d) support. The human resources of the Operation in terms of the number of personnel have been attributed to the individual components, with the exception of the Operation's executive direction and management, which can be attributed to the Operation as a whole.

The explanations of variances in levels of both human and financial resources, have been linked, where applicable, to specific outputs planned by the Operation.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	*Expenditure[a] (2013-14)*	*Apportionment[a] (2014-15)*	*Cost estimates (2015-16)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	622 235.6	559 411.2	563 526.0	4 114.8	0.7
Civilian personnel	307 108.4	272 305.0	280 667.7	8 362.7	3.1
Operational costs	335 147.0	321 895.1	291 324.4	(30 570.7)	(9.5)
Gross requirements	**1 264 491.0**	**1 153 611.3**	**1 135 518.1**	**(18 093.2)**	**(1.6)**
Staff assessment income	24 625.3	22 864.3	24 359.2	1 494.9	6.5
Net requirements	**1 239 865.7**	**1 130 747.0**	**1 111 158.9**	**(19 588.1)**	**(1.7)**
Voluntary contributions in kind (budgeted)	–	–	–	–	–
Total requirements	**1 264 491.0**	**1 153 611.3**	**1 135 518.1**	**(18 093.2)**	**(1.6)**

[a] Reflects the realignment of resources for Government-provided personnel from the operational costs group to the civilian personnel group of expenditure, and the realignment of resources for the self-sustainment of uniformed personnel from the operational costs group to the military and police personnel group of expenditure.

Human resources[a]

	Military observers	*Military contingents*	*United Nations police*	*Formed police units*	*International staff*	*National staff*	*Temporary positions*[b]	*United Nations Volunteers*	*Government-provided personnel*	*Total*
Executive direction and management										
Approved 2014/15	–	–	–	–	60	48	–	1	–	**109**
Proposed 2015/16	–	–	–	–	64	28	–	1	–	**93**
Components										
Support to the mediation process										
Approved 2014/15					62	87	6	1		**156**
Proposed 2015/16					54	78	1	1		**134**
Protection of civilians										
Approved 2014/15	260	15 940	2 310	2 380	101	107		13	6	**21 117**
Proposed 2015/16	147	15 698	1 583	1 820	105	102		13	6	**19 474**
Support to the mediation of community conflict										
Approved 2014/15	–	–	–	–	39	76		9		**124**
Proposed 2015/16	–	–	–	–	39	75		9		**123**
Support										
Approved 2014/15	–	–	–	–	672	2 363	98	145		**3 278**
Proposed 2015/16	–	–	–	–	667	1 923	98	143		**2 831**
RSC, Entebbe										
Approved 2014/15	–	–	–	–	59	53				**112**
Proposed 2015/16	–	–	–	–	33	71				**104**
Total										
Approved 2014/15	**260**	**15 940**	**2 310**	**2 380**	**993**	**2 734**	**104**	**169**	**6**	**24 896**
Proposed 2015/16	**147**	**15 698**	**1 583**	**1 820**	**962**	**2 277**	**99**	**167**	**6**	**22 759**
Net change	**(113)**	**(242)**	**(727)**	**(560)**	**(31)**	**(457)**	**(5)**	**(2)**	**–**	**(2 137)**

[a] Represents highest level of authorized/proposed strength.
[b] Includes National Professional Officers and national General Service staff.
[c] Funded under general temporary assistance.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

A. Overall

1. The mandate of the African Union-United Nations Hybrid Operation in Darfur (UNAMID) was established by the Security Council in its resolution 1769 (2007). The most recent extension of the mandate was authorized by the Council in its resolution 2173 (2014), by which the Council extended the mandate until 30 June 2015.

2. The Operation is mandated to help the Security Council achieve an overall objective, namely, a lasting political solution and sustained security in Darfur.

3. Within the context of this overall objective, UNAMID will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, as shown in the frameworks below. These frameworks are organized according to components: (a) support to the mediation process; (b) protection of civilians; (c) support to the mediation of community conflict; and (d) support, which are derived from the mandate of the Operation. The responsibility for the delivery of those outputs formerly delivered by UNAMID, but which do not contribute to implementation of the Operation's current mandate, and which fall within the mandates of the United Nations country team, and for the fulfilment of which the United Nations country team has a comparative advantage, will be transferred to the United Nations country team.

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Operation and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of UNAMID in terms of the number of personnel have been attributed to the individual components, with the exception of the Operation's executive direction and management, which can be attributed to the Operation as a whole. Variances in the number of personnel, as compared with those presented in the 2014/15 budget, have been explained under the respective components.

5. The overall management of UNAMID is carried out on the basis of United Nations standards, principles and established practices. Backstopping and command-and-control structures for the Operation are provided by the United Nations. All command and control structures and the main offices of the Operation are located in Darfur.

6. The Operation has its Headquarters in El Fasher, and is headed by the Joint Special Representative of the Chairperson of the African Union Commission and the Secretary-General of the United Nations, at the level of Under-Secretary-General, who is assisted by a Deputy Joint Special Representative of the Secretary-General (Political) and a Deputy Joint Special Representative of the Secretary-General (Protection), both at the level of Assistant Secretary-General. Military operations are headed by a Force Commander at the Assistant Secretary-General and a Deputy Force Commander at the D-2 level, while a Police Commissioner, also at the D-2 level, heads the Police Division along with a Deputy Police Commissioner at the D-1 level. UNAMID is organized into five sectors, with leadership and direction throughout the mission area provided from its headquarters in El Fasher. Five sector offices, located in El Fasher, Nyala, El Geneina, Zalingei and El Daein, supervise and coordinate

operations in North Darfur, South Darfur, West Darfur, Central Darfur and East Darfur States, respectively. The heads of the sector offices report to the Joint Special Representative. The Operation has also established offices outside Darfur, namely, the Khartoum Liaison Office and the Joint Support and Coordination Mechanism in Addis Ababa. Personnel from the military and police components maintain close liaison, communication and coordination with the United Nations Mission in South Sudan (UNMISS) and the United Nations Interim Security Force for Abyei (UNISFA), as appropriate to their respective mandates.

B. Planning assumptions and mission support initiatives

7. During the period from 1 July 2015 to 30 June 2016 and within its mandate and deployed capabilities, UNAMID will continue to focus its activities on the achievement of the key priorities endorsed by the Security Council in its resolution 2148 (2014): (a) mediation between the Government of the Sudan and non-signatory armed movements on the basis of the Doha Document for Peace in Darfur; (b) protection of civilians, the facilitation of the delivery of humanitarian assistance and the safety and security of humanitarian personnel; and (c) support to the mediation of community conflict, including through measures to address its root causes, in conjunction with the United Nations country team.

8. Pursuant to Security Council resolution 2063 (2012), the mandated strength of the UNAMID military component was reconfigured with a view to ensuring efficiency and operational effectiveness. The Operation's current maximum strength, in accordance with Security Council resolution 2173 (2014), of 15,845 military personnel will be achieved by May 2015. The military component has been restructured in five sectors, in alignment with the geographical and political boundaries of the five States. All five sectors have coordination functions with the Government of the Sudan, local political authorities and sector/force headquarters. The military component will continue to maintain its presence in all five Darfur States, covering 34 team sites; maintain sufficient troops in identified high-risk areas and potential flashpoints within the area of operations; and have coordination functions with the Government of the Sudan, local political authorities and sector/force headquarters. This approach will entail long-range and confidence-building patrolling, aerial reconnaissance with utility helicopters, placement of sector/force reserves to ensure freedom of movement for civilians, humanitarian persons and convoys to communities requiring assistance, and will facilitate the return of internally displaced persons and refugees to their place of origin or resettlement.

9. In accordance with Security Council resolution 2173 (2014), the UNAMID police component will operate with an authorized strength of 1,583 individual police officers and 13 formed police units of 140 formed police each (1,820 personnel). Seventy per cent of the 1,583 individual police officers will be deployed in deep field in 36 team sites and the remaining 30 per cent will be assigned to Operation and five sector headquarters functions. Formed police units and individual police officers will conduct community policing from team sites to support activities aimed at mainstreaming gender into local police structures, policies and processes at established gender desks in family and child protection units in the Government of the Sudan. The police component will focus its activities on the following areas: (a) physical protection of civilians; (b) facilitating humanitarian assistance; and

(c) creating a protective environment by coordinating police capacity-building and community-oriented policing initiatives. In accordance with the component's revised strategies for 2015/16, as set out in Security Council resolution 2173 (2014), and pursuant to the special report of the Secretary-General on the review of the African Union-United Nations Hybrid Operation in Darfur (S/2014/138), issued on 25 February 2014, UNAMID will continue its paradigm shift for the purpose of quality rather than quantity and will focus on police presence in camps and areas of return for internally displaced persons, and operationalized community policing initiatives, including gender perspectives, capacity-building and project implementation for Sudanese police in coordination with the United Nations country team.

10. In accordance with the new strategic priorities of the Operation, as outlined in the special report of the Secretary-General on UNAMID dated 25 February 2014 (S/2014/138) and endorsed by the Security Council in its resolution 2148 (2014), UNAMID has undertaken a comprehensive assessment and review of its human resources and operational capacities and taken concrete measures to refocus its activities and resources so as to achieve greater efficiency and cost-effectiveness. UNAMID has streamlined its activities towards achievement of progress on the three new strategic priorities and has discontinued all other tasks, following an assessment and adjustment of its personnel and material capacities. Building upon the first phase, the civilian staffing review, which was finalized in UNAMID in October 2013 pursuant to General Assembly resolution 66/264, a comprehensive personnel streamlining exercise was undertaken in close consultation between Headquarters and the Operation during the period from April through October 2014. The second and third phases of the review, stemming from the streamlining exercise, are reflected in the report of the Secretary-General on the revised budget for UNAMID for the period from 1 July 2014 to 30 June 2015 (A/69/549) and in the present report, which includes the proposed reduction of a further 483 civilian posts and positions by 31 December 2015. The impact of the restructuring of the Operation and the realignment of its components is presented in annex III.

11. The mediation process component encompasses activities aimed at supporting the parties to the Doha Document for Peace in Darfur in its implementation and any subsequent agreements, as appropriate. The Operation will continue to support the efforts of the Joint Chief Mediator to engage directly with Government officials and non-signatory movements, encouraging them to cease hostilities and enter into negotiations towards comprehensive peace. The Operation will work to increase the inclusivity of the peace process, as guided by the framework for African Union-United Nations facilitation of the Darfur peace process by engaging the non-signatory armed groups, using the Doha Document for Peace in Darfur as a basis for discussions. UNAMID will continue its coordination with the African Union High-level Implementation Panel and the Special Representative of the Secretary-General to the African Union in synchronizing their mediation efforts, taking into account political developments at the national level. The Operation will continue to collaborate with key United Nations organizations and funds, and local and international partners, in order to facilitate collective efforts towards developing the modalities and mechanisms necessary for capacitating the Darfur Regional Authority. The Operation will also continue to provide both technical and logistics support for the conduct of the Darfur internal dialogue and consultations to increase local ownership of the peace process, strengthen the Doha Document for Peace in

Darfur and promote the establishment of more peace and reconciliation enhancement mechanisms among the people of Darfur.

12. The Ceasefire Commission will continue to monitor the Doha Document for Peace in Darfur ceasefire and assist the signatory parties to the Doha Document with the implementation of the security arrangements, including disarmament, demobilization and reintegration. UNAMID will continue to provide logistics support, such as facilities for meetings, transportation of members, and other support services key to the functioning of the Commission.

13. In collaboration with the United Nations Development Programme (UNDP), UNAMID will continue to support the Darfur Security Arrangements Implementation Commission and the Sudan Disarmament, Demobilization and Reintegration Commission in the planning and implementation of disarmament, demobilization and reintegration programmes for former combatants, including children associated with the armed forces and groups, as provided for in the Doha Document for Peace in Darfur and any subsequent agreements. In line with the current political and security context, the Operation will focus on high-level political engagement with the Government of the Sudan, various armed groups, and other national and international partners, combined with a disarmament, demobilization and reintegration planning capacity, to address the needs of perennially unemployed youth, who are an easy target for recruitment into armed or criminal groups, through community-based labour-intensive projects, and at-risk youth in relatively stabilized and conflict-prone areas, to strengthen community security; and to promote broader community stabilization focusing on community security, durable solutions for communities at risk, capacity-building of local institutions to ensure the sustainability of the various initiatives, and increased access to basic services in communities at risk.

14. UNAMID will continue to implement its protection-of-civilians strategy, which is currently being revised with a focus on adapting it to the current protection environment in Darfur through improved protection-of-civilians coordination structures and analytical capacities; increased presence in remote and deep field areas through deployment of civilian staff to team sites; closer engagement with local authorities and armed movements; and an integrated approach to issues related to the protection of civilians with the United Nations country team. The Operation will give a boost to the implementation of the protection-of-civilians strategy through enhanced information-gathering as well as the establishment of more effective early warning and response mechanisms and facilitation of conflict management so as to resolve and/or prevent inter and intratribal conflicts. The Operation will also continue to provide the humanitarian community with area security, armed escorts and other logistical support needed to facilitate the safe and timely delivery of humanitarian assistance throughout Darfur.

15. UNAMID will reinforce its support to Darfuri stakeholders in the prevention and mitigation of community conflict through mediation, and, in conjunction with the United Nations country team, measures designed to address its root causes. The Operation will support conflict resolution and reconciliation at the local level, through facilitating dialogue between inter- and intra-communal and tribes, including pastoralist and agriculturalist communities; support reconciliation activities and initiatives and strengthen their capacity to promote peaceful coexistence and shared access to natural resources; implement measures,

programmes and activities, in coordination with the United Nations country team, designed to address the root causes of conflict; and facilitate the establishment and operation of transitional justice mechanisms and enhancement of victims' rights to truth, justice and remedy.

16. UNAMID will support the improvement of the criminal justice system, the prison system and transitional justice mechanisms, such as the Special Court for Darfur Crimes and the Justice, Truth and Reconciliation Commission. The Operation will provide technical and logistical assistance in support of victims' rights to access to justice and will work with national authorities to build, monitor and strengthen the capacity of rural court judges to resolve and mediate conflicts between communities, including in matters related to land, water and other resources. UNAMID will work with national authorities and UNDP towards the implementation of the five-year strategic plan (2014-2018) for the prison system in Darfur, which was adopted in 2013. The Operation will provide technical and logistical support for the implementation of the five-year strategic plan. Greater emphasis will be placed on capacity-building of local government institutions, including on drafting and advocating for gender-responsive laws, particularly in the areas of women's representation in State government institutions, sexual and gender-based violence, human rights, and capacity of government institutions, the judiciary and security forces.

17. UNAMID will continue to monitor, investigate and document human rights violations and abuses by all parties to the conflict and advocate on human rights issues of concern, including sexual and gender-based violence, with a view to advancing its protection-of-civilians strategy and humanitarian response. It will also continue to monitor human rights in the administration of justice, address impunity for human rights violations and abuses, build the human rights capacity of both State and non-State institutions, and provide support to the work of the Human Rights Council special procedures mandate-holder (the Independent Expert on the situation of human rights in the Sudan). Human rights mainstreaming efforts will be sustained within peace and political processes pertaining to Darfur.

18. UNAMID, in collaboration with the Country Task Force on the Monitoring and Reporting Mechanism and other local stakeholders, will promote the mainstreaming and development of strategies for the protection of children in armed conflict. The Operation will also follow up on the implementation of Security Council resolutions on children in armed conflict and maintain dialogues with the armed forces and armed groups, in order to ensure their commitment to action plans and their full implementation, with a view to ending the recruitment and use of child soldiers and other grave violations of children's rights, and to ensure greater protection of children through enhanced community ownership of the child protection agenda.

19. The Operation will continue to provide mine action support for the implementation of the Doha Document for Peace in Darfur through explosive remnants of war (ERW) clearance operations and risk education to protect affected civilian communities, technical advice on safe storage of small arms and ammunitions during disarmament, demobilization and reintegration of ex-combatants and training and mentoring of national teams in ERW clearance operations and management.

20. UNAMID will ensure that mandate implementation embodies the principle of gender equality and encompasses the pursuit of its commitments under Security

Council resolutions 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010) and 2063 (2012). The Operation will ensure that a gender perspective is consistently integrated in all components of the mandate so as to ensure in turn increased participation of Darfuri women in the political and peace process; governance structures; ceasefire; protection of civilians; and women's socioeconomic empowerment.

21. UNAMID will execute a more proactive communications strategy which will focus on monitoring, documenting and registering events, in order to enable adequate reporting in real time which ensures a fair presentation of the Operation, and to counter any negative impressions of the Operation that have been communicated in public. The main focus of the UNAMID communications strategy will be on direct support of the peace process through mediation between government and non-signatory movements; on communication regarding progress of work towards the prevention and mitigation of local-level conflicts through mediation in conjunction with the United Nations country team and public advocacy of the outputs; and on the impact of the work of the civilian, military and police components of UNAMID in respect of the protection of civilians.

22. In the absence of an approved radio broadcasting licence, the Operation will continue to explore broadcasting options and further ensure balanced communications and messaging activities through the utilization of other communications vehicles, such as print, publications, photo and audiovisual (radio and video). Increased interactivity in media relations and monitoring, and more intense or wider community outreach will be promoted throughout Darfur. This will be supported by a stronger field presence, using public information messaging items in different forms to maintain the positive public image of UNAMID, and to enable the continuous documentation and advancement of the Operation's efforts and achievements in Darfur.

23. The Operation will plan and organize commemorative World AIDS Day special events throughout the mission area and will actively collaborate with other substantive sections in the observance of major events, such as the 16 Days of Activism against Gender-based Violence Campaign, International Women's Day, the Inernational Day of United Nations Peacekeepers and United Nations Day, to promote and advocate for HIV prevention among mission personnel. The Operation will sensitize mission personnel through induction and awareness-raising (including UN Cares learning sessions), peer education and other specialized training on sexually transmitted infections and contribute to staff well-being by providing voluntary confidential counselling and testing services and mission-wide access to post-exposure prophylaxis kits.

24. Unity of command and control and a single chain of command are reflected in the Operation's reporting structure, within which the Joint Special Representative of the Chairperson of the African Union Commission and the Secretary-General of the United Nations has overall authority over UNAMID, oversees the implementation of its mandate and is responsible for the Operation's management and functioning, with principal support provided by two Deputy Joint Special Representatives, the Force Commander and the Police Commissioner.

25. The Joint Special Representative implements the strategic directives issued by the United Nations Under-Secretary-General for Peacekeeping Operations and the Commissioner for Peace and Security of the African Union, and reports, through

them, to the Secretary-General of the United Nations and the Chairperson of the African Union Commission, respectively. One Deputy Joint Special Representative (Political) is responsible for the Political Affairs Section, the Civil Affairs Section, the Human Rights Section, the Communications and Public Information Section and the Office of Legal Affairs. The second Deputy Joint Special Representative (Protection) is responsible for the Protection of Civilians Section, the Rule of Law, Judicial System and Prison Advisory Section, the Community Stabilization Section, the Child Protection Unit, the HIV/AIDS Unit and the Gender Advisory Unit. The Deputy Joint Special Representative (Protection) will also be responsible for managing the transfer of former UNAMID activities to the United Nations country team, in cases where they are still of value to the people of Darfur and fall within the country team's mandates.

26. The Office of the Chief of Staff, the Khartoum Liaison Office and the Security and Safety Section will report directly to the Joint Special Representative. The Joint Operations Centre, the Joint Mission Analysis Centre and the Conduct and Discipline Team will report to the Joint Special Representative through the Chief of Staff.

27. In accordance with the Abuja communiqué, the Force Commander and the Police Commissioner, both of whom are appointed by the African Union in consultation with the United Nations and report directly to the Joint Special Representative, exercise command and control over the military and police activities of the hybrid Operation, respectively.

28. Under resolution 2173 (2014), the Security Council requested the Secretary-General, in close consultation with the African Union, and seeking perspectives from all relevant parties, to conduct an analysis of the implementation of the review of UNAMID, including specific achievements reached under the revised strategic priorities, progress in addressing the challenges facing the Operation, as identified by the review, any significant developments in the situation in Darfur and their impact on the mandate and tasks of UNAMID, and an analysis of those tasks that remain relevant and on the fulfilment of which the United Nations country team has comparative advantage, with a road map to transfer those tasks to the fullest extent possible to the United Nations country team, taking into account the contributions or donors and other relevant actors. In the same resolution, the Council also requested the Secretary-General to present that analysis to the Council by 28 February 2015, together with recommendations for the future mandate, composition, configuration and exit strategy of UNAMID, as well as for its relationship with other United Nations actors in Darfur and the Sudan. In this regard, a joint United Nations-African Union assessment mission visited Darfur in December 2014. The Secretary-General will present the team's findings and recommendations in his next report to the Council on the Operation.

29. The United Nations is continuing to work closely with the African Union High-level Implementation Panel, under the former President of South Africa, Thabo Mbeki, in support of the national dialogue in the Sudan and in mediating a comprehensive solution to the Darfur crisis based on the Doha Document for Peace in Darfur. Mr. Mbeki, and the Special Representative of the Secretary-General to the African Union, Haile Menkerios, are taking the lead in these negotiations, within the framework of support provided by the United Nations and the African Union to the national dialogue process. All key partners, in particular the Government of Qatar,

are being closely consulted. UNAMID has continued to provide political and logistical support to mediation as it relates to the Darfur hold-out movements. Pending the outcome of these consultations, the 2015/16 budget will retain the position of Joint Chief Mediator, but discontinue the office of the Joint Mediation Support Team (JMST) and the mediation support office in Doha.

30. In the area of mission support in the 2015/16 period, UNAMID will continue to reflect the results of the first *tranche* of the streamlining exercise undertaken in the 2014/15 period, with a view to establishing a right-sized configuration of its organizational structure and reporting lines; promoting a flexible structure to meet future dynamics of the Operation; and aligning the Operation Support Division to the principles of the global field support strategy. The second *tranche* of the streamlining exercise and the implementation of the new mission support structure are reflected in the 2015/16 proposed budget, and will be completed by the end of December 2015.

31. UNAMID will continue to place heavy reliance on air operations to provide transportation of personnel and logistics across Darfur, owing to poor road infrastructure, difficult terrain and a volatile security environment. In this regard, UNAMID will maintain five fixed-wing aircraft and 21 rotary-wing aircraft, including four utility military helicopters, which reflects the reduction of two rotary-wing aircraft, compared with the 2014/15 period.

32. Regarding information and telecommunications technology, UNAMID will continue to focus on the consolidation and stabilization of the existing systems and infrastructure through redesigning, upgrading, virtualization and optimization. Although no major acquisition of equipment beyond necessary replacements is planned, the focus will be on the migration of the infrastructure to the virtual environment, with the aim of further reducing the Operation's information and telecommunications technology footprint. UNAMID will upgrade and improve the support and operational resiliency of the TETRA two-way secure radio communications systems through participation in the centralized TETRA network hosted in the United Nations Global Support Centre. UNAMID will update the geographic information system to enable the provision of approximately 7,500 administrative, planning and thematic maps in support of policymaking, situational awareness and operations. Geospatial Information and Telecommunications Technology will continue to explore the feasibility of utilizing alternate energy sources such as solar power at information and telecommunications technology facilities aimed at reducing its carbon footprint.

33. UNAMID plans to acquire 20 heavy-duty generators, comprising 10 750KVA generators and 10 500KVA generators, to replace existing un-serviceable generators and those that have reached the end of their useful life and whose continued use would be viewed as a safety risk. These new generators will enable UNAMID to upgrade the central power stations in all five sectors as well as provide electricity supply to the Operation's critical and sensitive information and telecommunications equipment. It is expected that these generators will contribute to the reduction of overall fuel consumption.

34. With regard to multi-year projects, UNAMID proposes to construct a 3.5 kilometre road to link the El Geneina super camp to the airport, which will be implemented over the 2014/15 and 2015/16 periods. In the 2014/15 period, the construction of the gravel base and drainage is expected to be completed at a cost of

$919,000, and in 2015/16 the Operation will undertake the asphalt pavement of the road at a budgeted cost of $179,200. In addition, in response to a recommendation by the Board of Auditors, UNAMID will replace a number of soft-skin warehouses with brick-walled warehouses, which are less susceptible to fire, as a multi-year project in the 2014/15 and 2015/16 periods. A total of seven hard-wall warehouses will be constructed, representing an increase in the scope of the project included in the UNAMID budget for 2014/15, which envisaged the construction of six warehouses. The revised construction plan calls for the construction of three warehouses, to be located at UNAMID headquarters, two at the Sector headquarters at Nyala and two at the Sector headquarters at El Geneina. The new hard-wall warehouses will be used to store high-value commodities and equipment. In the 2014/15 period, the construction of two hard-wall structures will be undertaken at a cost of $170,000, and in 2015/16 the Operation will undertake the construction of the remaining five warehouses at a budgeted cost of $298,350. Finally, a multi-year project will be completed, entailing construction of two solar power plants planned over the 2014/15 and 2015/16 periods, each of which will generate 120 kilowatt-hours and provide a clean, independent and environmentally friendly supply of power to two buildings located in the Operation's headquarters at El Fasher, and contribute to the reduction of the carbon footprint by approximately 20 tons per year per power-station plant. The cost of the construction of the solar plants in 2014/15 is $1,000,000, and the cost of the completion of this multi-year project in 2015/16 is $170,625.

35. The Operation will also undertake the construction of a sanitary landfill in El-Daein, 13 controlled-tipping sites, and an earthen dam (*hafir*) and the drilling of 15 boreholes across Darfur during the 2015/16 period. The boreholes will enable the Operation to reduce its dependency on an outsourced water supply, while providing a sustainable resource.

36. UNAMID will continue to enhance preventive health measures through awareness and sensitization campaigns. The Operation will also continue to enforce predeployment screening and immunization of troop- and police-contributing countries, with a view to reducing the cost of treating uniformed personnel in contracted hospitals. Medical supplies procured will be restricted to first- and second-line medicines and limited specialist drugs. No additional equipment is required during the 2015/16 budget period, as existing diagnostic capabilities of United Nations-owned and contingent-owned medical facilities will be sufficient to meet the Operation's demands.

37. UNAMID plans to replace eight water and sewage trucks used to transport drinking water, and bulk water, as well as for sewage disposal. The vehicles proposed for replacement have reached their useful life expectancy in terms of mileage and age, and these vehicles' overall structural deterioration attributable to rugged terrain and harsh weather conditions is beyond economical repair.

C. Regional mission cooperation

38. The Joint Special Representative will continue to maintain communication, including through visits and periodic meetings, with the heads of other missions in the region, particularly UNMISS and UNISFA, to ensure complementarity of efforts UNAMID resumed the holding of regular meetings between military chiefs of staff of all three missions, with monthly meetings taking place through teleconferencing

and face-to-face meetings on a quarterly basis. The Security Council, in its resolution 2024 (2011), mandated UNISFA to control the operations of the Joint Border Verification and Monitoring Mechanism, and UNAMID and UNMISS are in support of this effort. The Operation's Joint Mission Analysis Centre will continue to hold meetings every three months with counterparts in UNMISS and UNISFA to assess and analyse cross-border issues, with a view to ensuring a common understanding of the political and security situation as it affects Darfur, regional security and United Nations functions. Within existing capacities, the Operation will share with other missions in the region and with United Nations Headquarters information regarding the Lord's Resistance Army.

39. The Operation will continue to work closely with bilateral and multilateral donors, embassies and the Government of Qatar in favour of increased donor support for humanitarian action, the return and reintegration of displaced populations and the transition to post-conflict recovery and reconstruction in Darfur.

40. The Operation will engage international stakeholders, including members of the African Union Peace and Security Council, the "Friends of UNAMID" (Belgium, Canada, France, Germany, Italy, the United Kingdom of Great Britain and Northern Ireland, the United Republic of Tanzania and the United States of America), the African Union Commission, the special envoys of the permanent members of the Security Council and the European Union, and other key stakeholders based in Addis Ababa, to facilitate the provision of support and contributions to UNAMID operations and the Darfur peace process.

41. The Joint Support and Coordination Mechanism in Addis Ababa will continue to provide advice and support to the African Union Commission for the resolution of strategic and operational challenges and to facilitate information-sharing, communication and coordination among the United Nations, the African Union and troop- and police-contributing countries on issues related to UNAMID operations.

42. Following the implementation of the International Public Sector Accounting Standards (IPSAS), the deployment of the Umoja Foundation, and the reorganization into service lines during the 2013/14 period, the Regional Service Centre at Entebbe has focused on stabilizing its service delivery model, continuously improving its service delivery performance, and increasing client satisfaction, as its main priorities during the 2014/15 period. The Centre will continue to provide its client missions with regional support in the areas of on-boarding and separation, benefits and payroll, vendor payments, entitlement and official travel, processing of claims (including education grants and reimbursement for mission-related travel), cashier services, training and conference services, transport and movement control, and information technology services. It is proposed that a total of 28 international posts (1 D-1, 2 P-4 and 25 Field Service) financed by UNAMID in the Centre be abolished in the 2015/16 period, and that a total of two international posts (1 P-3 and 1 P-2) and a total of 18 national posts (6 National Professional Officer and 12 national General Service posts) be established in the Centre, details of which are reflected in section I.E of the present report. The share of the costs assumed by UNAMID for the Centre ($9,934,600) is presented in section II.I.

D. Partnerships and country team coordination

43. Pursuant to Security Council resolution 2063 (2012), the integrated strategic framework for United Nations system-wide support to the Doha Document for Peace in Darfur will continue to be the principal mechanism for coordinating the inter-agency executive and planning work of entities of the United Nations system. The integrated strategic framework 2014-2016, which was updated in close collaboration between UNAMID and the United Nations country team, will continue to be the principal mechanism for planning, implementing and monitoring joint United Nations initiatives for Darfur. The framework focuses on the three strategic priorities endorsed by the Council in its resolution 2148 (2014) and is consistent with key United Nations country team documents and strategies, including the United Nations Development Assistance Framework 2012-2016. Where relevant, the framework is also complementary to the humanitarian strategic response plan for 2014 and the Darfur Development Strategy.

44. The Resident and Humanitarian Coordinator for the Sudan continues to be the principal interface between UNAMID and the United Nations country team, and will maintain a liaison with the wider humanitarian community, and work closely with and support the Joint Special Representative in fostering synergies and collaboration between the Operation and the agencies towards the achievement of a common vision and the promotion of a "One United Nations" approach in Darfur.

45. UNAMID will maintain strong coordination, liaison and dialogue with the humanitarian community and relevant working groups.

46. UNAMID and the United Nations country team will continue to hold monthly coordination meetings at both senior leadership and joint working group levels so as to ensure an integrated approach to the provision of support to the Darfur Regional Authority. The Operation, in coordination with the United Nations country team, will invigorate its support to Darfuri stakeholders through mobilization and capacity strengthening in respect of conflict resolution and traditional reconciliation mechanisms so as to promote the peaceful coexistence and shared access to natural resources needed to address the root causes of conflict.

47. The UNAMID police component will continue to collaborate with the United Nations country team in the implementation of activity in seven identified areas: (a) community policing; (b) sexual and gender-based violence; (c) capacity-building of the Government of the Sudan Police; (d) livelihood/income generating projects; (e) rule of law; (f) protection of civilians; and (g) criminal investigations. Further, through the financial support of the United Nations country team, the police component will conduct capacity-building training sessions on crime prevention, reporting and investigations related to the protection of women and children and international policing standards for the Government of the Sudan Police. In addition, the police component will maintain a liaison with local authorities and police personnel of the signatories to the Doha Document for Peace in Darfur.

48. UNAMID will continue to collaborate with the United Nations country team in the implementation of rule of law initiatives, including the provision of legal aid to vulnerable populations; strengthening community justice through paralegals; capacity-building of the judiciary to resolve and mediate conflicts; provision of support to national authorities in building an accountable and coherent prison system through the implementation of the five-year strategic plan for prisons; and cooperation in

implementation of projects related to capacity-building, infrastructure upgrades and rehabilitation of prisoners. The Operation will also contribute to maintaining a platform for constructive dialogue with the Government of the Sudan, and engage with international partners, armed movements, the United Nations country team and key national stakeholders in order to address human rights issues of concern.

49. UNAMID will establish an early warning and response mechanism in conjunction with the United Nations country team for the purpose of facilitating the coordination of protection-of-civilians activities. The Operation will continue to chair the Joint Protection Group (in which the United Nations country team is also represented) to address protection challenges in Darfur. UNAMID will continue to participate in national- and field-level humanitarian coordination meetings to review the overall humanitarian situation in Darfur, and, in conjunction with the United Nations country team, to assess the overall progress in the delivery of humanitarian assistance and efforts aimed at addressing the needs of vulnerable populations and strengthening national or local capacities.

E. Results-based-budgeting frameworks

50. In order to facilitate the presentation of proposed changes in human resources, six categories of possible action with respect to staffing have been identified. A definition of the terminology with respect to the six categories is contained in annex I.A of the present report.

Executive direction and management

51. Overall mission direction and management are provided by the Office of the Joint Special Representative of the Chairperson of the African Union Commission and the Secretary-General of the United Nations. Under the Office of the Joint Special Representative is the Office of the Chief of Staff, which includes the Best Practices and Strategic Planning Units, the Joint Operations Centre and the Joint Mission Analysis Centre. The Offices of the Deputy Joint Special Representatives and the Office of the Legal Affairs are also included under executive direction and management, since outputs related to their responsibilities are reflected in more than one framework component.

52. Executive direction and management will ensure the implementation of the mandate of the Security Council in accordance with the logistical, financial and administrative principles of the United Nations, and will pursue policies aimed at enhancing collaboration with other United Nations entities in order to promote a "One United Nations" approach to peacebuilding, recovery and reconstruction of Darfur. It will also ensure the welfare, safety and security of all United Nations staff and property throughout the Operation's area of responsibility. UNAMID executive direction and management will support the African Union High-level Implementation Panel and the Implementation Follow-up Commission of the Doha Document for Peace in Darfur in efforts to address, in a comprehensive and inclusive manner, the challenges of establishing peace, justice and reconciliation in Darfur.

Table 1
Human resources: executive direction and management

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Joint Special Representative of the Chairperson of the African Union Commission and the Secretary-General									
Approved posts 2014/15	1	5	2	7	5	**20**	28	–	**48**
Proposed posts 2015/16	1	5	2	7	5	**20**	9	–	**29**
Net change	–	–	–	–	–	–	**(19)**	–	**(19)**
Office of the Chief of Staff									
Approved posts 2014/15	–	1	4	2	2	**9**	4	1	**14**
Proposed posts 2015/16	–	1	4	2	2	**9**	4	1	**14**
Net change	–	–	–	–	–	–	–	–	–
Office of Legal Affairs									
Approved posts 2014/15	–	–	2	2	1	**5**	4	–	**9**
Proposed posts 2015/16	–	–	2	2	1	**5**	4	–	**9**
Net change	–	–	–	–	–	–	–	–	–
Joint Operations Centre									
Approved posts 2014/15	–	–	4	4	1	**9**	3	–	**12**
Proposed posts 2015/16	–	–	6	6	1	**13**	3	–	**16**
Net change	–	–	**2**	**2**	–	**4**	–	–	**4**
Joint Mission Analysis Centre									
Approved posts 2014/15	–	–	3	2	–	**5**	3	–	**8**
Proposed posts 2015/16	–	–	3	2	–	**5**	3	–	**8**
Net change	–	–	–	–	–	–	–	–	–
Office of the Deputy Joint Special Representative (Political)									
Approved posts 2014/15	1	–	3	1	2	**7**	3	–	**10**
Proposed posts 2015/16	1	–	3	1	2	**7**	2	–	**9**
Net change	–	–	–	–	–	–	**(1)**	–	**(1)**
Office of the Deputy Joint Special Representative (Protection)									
Approved posts 2014/15	1	–	2	1	1	**5**	3	–	**8**
Proposed posts 2015/16	1	–	2	1	1	**5**	3	–	**8**
Net change	–	–	–	–	–	–	–	–	–
Total									
Approved 2014/15	3	6	20	19	12	**60**	48	1	**109**
Proposed 2015/16	3	6	22	21	12	**64**	28	1	**93**
Net change	–	–	**2**	**2**	–	**4**	**(20)**	–	**(16)**

[a] Includes National Professional Officers and national General Service staff.

International staff: increase of 4 posts (reassignment of 4 posts (2 P-4 and 2 P-3))

National staff: decrease of 20 posts (abolishment of 5 National Professional Officer and 15 national General Service)

53. A summary of the staffing changes proposed in executive direction and management is presented in table 2 below.

Table 2
Staffing changes: executive direction and management

Office section unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Office of the Joint Special Representative	Abolishment	(19)	5 National Professional Officer, 14 national General Service	
Joint Operations Centre	Reassignment	1	P-4	From the Supply Section, under Operations and Services, under the support component
	Reassignment	3	1 P-4, 2 P-3	From Joint Support and Coordination under component 1, support to the mediation process
Office of the Deputy Special Representative (Political)	Abolishment	(1)	National General Service	
	Total	**(16)**		

Office of the Joint Special Representative

54. A total of 4 National Professional Officer posts and 15 national General Service posts are proposed for abolishment effective 31 December 2015, in the context of the implementation of the streamlining exercise.

Joint Operations Centre

55. The Joint Operations Centre is a jointly staffed information and operations coordination centre which provides integrated situational awareness services within the Operation and to Headquarters; facilitates integrated operations coordination within the Operation, including implementation of the protection-of-civilians mandate; supports humanitarian access operations; and supports mission crisis management.

56. The reassignment of two P-4 posts of Sector Head, Joint Operations Centre, for Sector Central and for Sector East, is proposed, one from the Supply Section under the support component and the other from the Joint Support and Coordination Mechanism under component 1, support to the mediation process. The Sector Heads will be responsible for effective information flow within the Sector, and between the Sector Joint Operations Centre and Headquarters. The Sector Heads will chair the daily Sector Joint Operations Centre operational coordination meeting, and will support the Sector crisis management team.

57. Two posts of Reporting Officer at the P-3 level are also required at UNAMID headquarters to provide sufficient capacity for consolidated reporting from the

Operation. It is proposed that they be reassigned from Joint Support and Coordination under component 1, support to the mediation process.

Office of the Deputy Joint Special Representative (Political)

58. It is proposed to abolish one national General Service post in the Office of the Deputy Joint Representative (Political) effective 31 December 2015, in the context of the implementation of the streamlining exercise.

Component 1: support to the mediation process

59. UNAMID will support the parties, including the non-signatory armed groups, in the implementation of the Doha Document for Peace in Darfur and any subsequent agreements, as appropriate. In addition, the Operation will support the efforts of the African Union High-Level Implementation Panel and the Special Representative of the Secretary-General to the African Union in their efforts to facilitate an inclusive national dialogue as far as it relates to the situation in Darfur, including through political advice, outreach and logistical support.

60. The Operation will monitor the compliance of the signatory parties with their obligations under the ceasefire and final security arrangements of the Doha Document for Peace in Darfur. To promote the implementation of the ceasefire and final security arrangements of the Doha Document, the Operation will continue to support the Ceasefire Commission, the Joint Commission and the implementation follow-up mechanisms. The Ceasefire Commission will continue to conduct verification missions with respect to locations of the signatory parties, monitor compliance with ceasefire arrangements and provide logistical support for the effective functioning of the Commission. The Operation, working through the Joint Commission, will encourage the signatory parties to commence the verification of the Justice and Equality Movement-Sudan (JEM-Sudan) and proceed to the final security arrangements stage, which will pave the way for integration of both Liberation and Justice Movement and Justice and Equality Movement-Sudan combatants into the Sudan Armed Forces.

61. The Operation will provide both technical and logistics support for the implementation of the Doha Document for Peace in Darfur, in particular for the conduct of Darfur-based internal dialogue and consultation, in order to increase local ownership of the peace process, strengthen the Doha Document, and promote the establishment of additional peace and reconciliation enhancement mechanisms among the people of Darfur.

62. UNAMID will continue to develop its communications and public information strategy to promote a better understanding of the peace process to raise awareness of the Operation's mandate and priorities and to advocate for the substantive work of the Operation. It will engage stakeholders through a wide range of media activities, including the publication of the monthly magazine "Voices of Darfur" and thematic magazines, and the broadcasting of radio programmes, as well as through audiovisual and multimedia products directed at civil society. Pending the issuance of a radio licence, UNAMID will continue to rely on limited broadcast options on the Sudanese Al Salaam Radio station and relays by way of local State radio stations in Darfur.

Expected accomplishments	*Indicators of achievement*
1.1 Implementation of the provisions of the Doha Document for Peace in Darfur by the Darfur Regional Authority, in collaboration with the Government of the Sudan, and the inclusion of all major Darfur stakeholders in the peace process	1.1.1 Completion of negotiations between the Government and the non-signatory armed movements, leading to the conclusion of an all-inclusive peace agreement (2013/14: not applicable; 2014/15: ceasefire; 2015/16: all-inclusive peace agreement)
	1.1.2 Implementation of the provisions of the Doha Document for Peace in Darfur, particularly power-sharing, wealth-sharing, permanent ceasefire and final security arrangements, children's concerns, internal dialogue and consultations (2013/14: not applicable; 2014/15: 30 per cent; 2015/16: 70 per cent)

Outputs

- Organization of six high-level consultations with the signatory parties to facilitate the implementation of the Doha Document for Peace in Darfur and any subsequent agreements
- Organization of six consultative meetings with the international community and regional partners on Doha Document priorities and implementation challenges
- Four reports of the Secretary-General to the Security Council and of the Chairperson of the African Union Commission to the African Union Peace and Security Council, on mandate implementation and the progress of the peace process
- Organization of 64 locality-level consultations to support the planning and conduct of the Darfur internal dialogue and consultation process: six State-level consultations (five States and Khartoum); one Darfur diaspora consultation and one consultation for Darfuri refugees in Chad and neighbouring countries; and a final Darfur regional-level dialogue and consultation for 11,000 participants
- Provision of secretariat support, including substantive, technical and logistical support and advice, to the Darfur internal dialogue and consultation facilitators
- Organization of quarterly meetings of the Implementation Follow-up Commission of the Doha Document for Peace in Darfur and production of reports to the Implementation Follow-up Commission
- Organization of two meetings of the Doha Document for Peace in Darfur Joint Commission and the production of reports to the Joint Commission
- Facilitation of two meetings of the Government of the Sudan, the African Union and the United Nations Tripartite Coordination Mechanism on UNAMID
- Organization of monthly meetings with the Darfur Regional Authority on the functioning and operations of the transitional government bodies under the Doha Document for Peace in Darfur, including the Darfur Reconstruction and Development Fund; the Darfur Land Commission; the Compensation Commission; and the Justice, Truth and Reconciliation Commission
- Provision of advice through monthly consultative meetings/forums between the Darfur Regional Authority and civil society organizations, local authorities, and local community leaders, including internally displaced persons, women and youth, to coordinate the implementation of Darfur Document for Peace in Darfur and the Darfur Regional Authority activities at the local level

- Public information campaigns to highlight the work of UNAMID, including 96 community outreach activities involving the distribution of public information material containing key messages and giveaways in support of the peace process, as follows: 10 thematic workshops for internally displaced persons, youth, women's groups and community leaders; four debates on topics of peace as they relate to security and development; 8 cultural and 12 theatre drama events; 15 sports events; 15 musical events; two open days in collaboration with other substantive sections; 10 celebrations of United Nations-recognized international days; and 20 visits to primary and secondary schools for outreach on the UNAMID mandate

- Audio and visual public information campaigns by the UNAMID Radio Unit to highlight the work of the Operation as follows: 52 weekly 30-minute episodes of a radio serial drama; 10 live radio broadcasts of UNAMID events on Darfur State radio; 120 radio human interest news stories and features relating to the peace process; up to three hours of a radio magazine broadcast daily; one weekly 15-minute radio serial on youth/children/gender; 20 different radio television public service announcements; 10 major support news videos (B-Roll) for international and local media; and four 15-minute video documentaries, for a total of 633 audiovisual activities

- Monthly magazines with news features and human interest stories related to the Operation's mandate; 48 weekly news bulletin; two annual magazines illustrating the work of the military and police components; one published book on UNAMID; 40 different event/campaign banners, 20 different thematic posters and six separate thematic booklets; 15,000 copies of the annual 2016 calendar in three different formats including a desk organizer; four major photo events to include at least one photo exhibition outside Darfur; two photo publications; and four sets of posters on gender issues to raise awareness about the importance of women's participation in the Darfur peace process

- Daily updates on the Operation's website; weekly press briefings; distribution of news to and from the media; and information updates on electronic platforms in continuous support of the UNAMID mandate

- Public information events organized in, and/or sensitization material distributed at, 10 communities targeted by community security initiatives

- Partnership established with relevant authorities and/or regional media to develop and implement one Darfur-wide public outreach and sensitization campaign on dangers posed by unmanaged circulation of small arms and light weapons

External factors

Provision by national, regional and international actors of political and financial support for the Darfur Regional Authority; cooperation between the Darfur Regional Authority and the Government; willingness of Darfuri stakeholders to participate in the peace process; progress on the national dialogue; and willingness and commitment of the Darfur Regional Authority to carry out its work in consultation and coordination with local stakeholders

Table 3

Human resources: support to the mediation process

	International staff								
	USG–ASG	*D-2–D-1*	*P-5–P-4*	*P-3–P-2*	*Field Service*	*Subtotal*	*National staff*	*United Nations Volunteers*	*Total*
Political Affairs Division									
Approved posts 2014/15	–	1	9	9	3	**22**	19	–	**41**
Proposed posts 2015/16	–	1	9	9	3	**22**	19	–	**41**
Net change	–	–	–	–	–	–	–	–	–
Approved temporary positions 2014/15[a]	–	–	–	–	–	–	1	–	**1**
Proposed temporary positions 2015/16[a]	–	–	–	–	–	–	–	–	–
Net change	–	–	–	–	–	–	**(1)**	–	**(1)**
Subtotal (Political Affairs Division)									
Approved 2014/15	–	1	9	9	3	**22**	20	–	**42**
Proposed 2015/16	–	1	9	9	3	**22**	19	–	**41**
Net change	–	–	–	–	–	–	**(1)**	–	**(1)**
Communications and Public Information Division									
Approved posts 2014/15	–	1	5	9	3	**18**	58	1	**77**
Proposed posts 2015/16	–	1	5	9	3	**18**	50	1	**69**
Net change	–	–	–	–	–	–	**(8)**	–	**(8)**
Joint Mediation Support Team									
Approved posts 2014/15	–	–	–	1	1	**2**	1	–	**3**
Proposed posts 2015/16	–	–	–	–	–	–	–	–	–
Net change	–	–	–	**(1)**	**(1)**	**(2)**	**(1)**	–	**(3)**
Approved temporary positions 2014/15[b]	1	1	2	1	–	**5**	–	–	**5**
Proposed temporary positions 2015/16[b]	1	–	–	–	–	**1**	–	–	**1**
Net change	–	**(1)**	**(2)**	**(1)**	–	**(4)**	–	–	**(4)**
Subtotal (Joint Mediation Support Team)									
Approved 2014/15	1	1	2	2	1	**7**	1	–	**8**
Proposed 2015/16	1	–	–	–	–	**1**	–	–	**1**
Net change	–	**(1)**	**(2)**	**(2)**	**(1)**	**(6)**	–	–	**(7)**
Joint Support and Coordination Mechanism									
Approved posts 2014/15	–	1	3	3	–	**7**	1	–	**8**
Proposed posts 2015/16	–	–	2	1	–	**3**	1	–	**4**
Net change	–	**(1)**	**(1)**	**(2)**	–	**(4)**	**(1)**	–	**(4)**

	International staff								
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Khartoum Liaison Office									
Approved posts 2014/15	–	1	5	5	2	**13**	8	–	**21**
Proposed posts 2015/16	–	1	4	4	2	**11**	8	–	**19**
Net change	–	–	**(1)**	**(1)**	–	**(2)**	–	–	**(2)**
Total, support to the mediation process									
Approved posts 2014/15	–	4	22	27	9	**62**	87	1	**150**
Proposed posts 2015/16	–	3	20	23	8	**54**	78	1	**133**
Net change	–	**(1)**	**(2)**	**(4)**	**(1)**	**(8)**	**(9)**	–	**(17)**
Approved temporary positions 2014/15[b]	1	1	2	1	–	**5**	1	–	**6**
Proposed temporary positions 2015/16[b]	1	–	–	–	–	**1**	–	–	**1**
Net change	–	**(1)**	**(2)**	**(1)**	–	**(4)**	**(1)**	–	**(5)**
Total									
Approved 2014/15	1	5	24	29	9	**67**	88	1	**156**
Proposed 2015/16	1	3	20	23	8	**55**	78	1	**134**
Net change	–	**(2)**	**(4)**	**(5)**	**(1)**	**(12)**	**(10)**	–	**(22)**

[a] Includes National Professional Officers and national General Service staff.
[b] Funded under general temporary assistance.

International staff: net decrease of 12 posts and positions (decrease of 8 posts and 4 temporary positions)

National staff: decrease of 10 posts and positions (decrease of 9 posts and 1 temporary position)

63. A summary of the staffing changes proposed under support to the mediation process is presented in table 4 below.

Table 4
Staffing changes: support to the mediation process

Office section unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Political Affairs Division	Abolishment	(1)	1 national General Service general temporary assistance position	
Communications and Public Information Division	Abolishment	(8)	1 National Professional Officer and 7 national General Service	
Joint Mediation Support Team	Abolishment	(6)	4 general temporary assistance positions: 1 D-1, 2 P-4 and 1 P-3	
			2 posts: 1 Field Service, 1 national General Service	
	Reassignment	(1)	1 P-3	To Police Division
Joint Support and Coordination Mechanism	Abolishment	(1)	1 D-2	
	Reassignment	(3)	1 P-4, 2 P-3	To Joint Operations Centre under executive direction and management
Khartoum Liaison Office	Redeployment	(2)	1 P-4, 1 P-3	To Police Division
	Total	**(22)**		

Office section unit	*Type of proposed staffing change*	*Number of posts and position*	*Post and position details*	*To from*
Political Affairs Division	Abolishment	-1	National General Service	
Communications and Public Information Division	Abolishment	-8	1 National Professional Officer and 7 national General Service	
Joint Mediation Support Team	Abolishment	-6	1 D-1, 2 P-4, 1 P-3, 1 Field Service, 1 national General Service	
		-1	1 P-3	To Police Division
Joint Support and Coordination	Abolishment	-4	1 D-2, 1 P-4, 2 P-3	
Khartoum Liaison Office	Redeployment	-2	1 P-4, 1 P-3	To Police Division
	Total	**-22**		

64. Under component 1, Support to the mediation process, it is proposed to abolish one national General Service general temporary assistance position in the Political Affairs Division effective 1 July 2015, and to redeploy two posts of Police Officer (1 P-4, 1 P-3) from the Khartoum Liaison Office to the Police Division at UNAMID headquarters.

Communications and Public Information Division

65. It is proposed to abolish eight national posts in the Communications and Public Information Division (1 National Professional Officer and 7 national General

Service) effective 31 December 2015, in the context of the implementation of the streamlining exercise.

Joint Mediation Support Team

66. In accordance with the mandate of the Operation under Security Council resolution 2173 (2014), the Joint Mediation Support Team is proposed to be abolished in the 2015/16 period; however, the position of Joint Chief Mediator at the Under-Secretary-General level is proposed to be retained. Accordingly, a total of 2 posts (1 Field Service and 1 national General Service) and 4 temporary positions (1 D-1, 2 P-4 and 1 P-3) are proposed for abolishment, while 1 P-3 post is proposed for reassignment as Police Officer in the Police Division under component 2, protection of civilians.

Joint Support and Coordination Mechanism

67. Also pursuant to the mandate of the Operation under Security Council resolution 2173 (2014), the staff of the Office of the Joint Support and Coordination Mechanism in Addis Ababa is proposed to be reduced by four posts (1 D-2, 1 P-4 and 2 P-3). It is therefore proposed to abolish one D-2 post and to reassign one P-4 and two P-3 posts to the Joint Operations Centre under executive direction and management.

Component 2: protection of civilians

68. UNAMID will contribute to the stabilization of security conditions for the protection of civilians, and for the safe and timely provision of humanitarian assistance to populations in need throughout Darfur. These aims will require the coordinated involvement of several Operation elements, including military, police, ordnance disposal, human rights, child protection and rule of law and civil affairs, together with close coordination with the United Nations country team.

69. The military component will contribute to the protection of civilians through a combination of static team sites and mobile patrols in high-risk areas in order to deter violence, and assist humanitarian and development agencies. The military component will maintain its presence in the five Sectors at 34 team sites, but will readjust its deployment to provide an appropriate troop presence in identified high-risk areas and potential flashpoints within the area of operations. The force posture will emphasize robust, confidence-building patrolling, supported by the use of military utility helicopters for aerial reconnaissance and to assist with the rapid deployment of force and sector reserves where required. The military component will maintain the deployment of liaison officers for better coordination between the local military authorities of the Sudanese Armed Forces and the sector and force headquarters. It will also continue to ensure the safety and security of United Nations and associated personnel.

70. The police component will contribute to the protection of civilians by working towards the establishment of an effective, responsive and accountable Government of the Sudan police in Darfur. The police component will operate in all five sectors and from 36 team sites to strengthen relations with the Government of the Sudan police, local authorities and community stakeholders to ensure that displaced person camps receive proper police protection, including, in particular, their women and child residents. In addition, it will conduct daily patrolling, 24 hours a day, in displaced

persons camps with community policing volunteers. In this regard, the Operation will conduct training for community policing volunteers in order to enhance their capacity. The Operation will also aim to mainstream the perspectives of gender, sexual and gender-based violence, and crimes against women and children, into local police structures, policies and processes at all levels, with special emphasis on the established gender desks, and family and child protection units of the Government of the Sudan police. UNAMID also plans to conduct capacity-building training for the Sudanese police in Darfur on crime prevention, reporting and investigation in compliance with international policing standards for the Government of the Sudan police. The Operation will also engage United Nations agencies, funds and programmes at all levels for the enhancement of Government of the Sudan police capabilities and will consult with humanitarian actors to identify internally displaced persons' security needs.

71. UNAMID will provide ordnance disposal services, comprising emergency explosive ordnance disposal; unexploded ordnance risk education; weapons and ammunition management and safety initiatives; and capacity-building for the mine action authority and relevant government partners. The clearing of unexploded ordnance from contaminated areas will facilitate delivery of humanitarian assistance, support the creation of conditions for the return of internally displaced persons, free up land for settlement, agricultural use and cattle grazing for the local population, and thus promote support for broader development efforts in Darfur. Support will also be provided to victims of unexploded ordnance accidents. The Operation will support small arms, light weapons and ammunition management and safety initiatives, including capacity development of relevant government partners in line with the Operation's small arms and light weapons controls strategy. The capacity-building initiatives are aimed at developing and strengthening national capacity, fostering national ownership and promoting sustainable nationally led programmes.

72. The Operation will continue to engage the United Nations country team in support for the funding of projects for institutional development and management of programmes in collaboration with other stakeholders; and will coordinate with military and other stakeholders and actors for the effective and efficient implementation of mandated activities.

73. UNAMID will continue to perform monitoring, investigation and documentation activities and advocate on human rights issues of concern, including sexual and gender-based violence. It will also continue to monitor the situation of human rights in the administration of justice, address impunity for human rights violations and abuses, build the human rights capacity of both State and non-State actors, and provide support to the work of the Independent Expert on the situation of human rights in the Sudan. UNAMID will sustain efforts to mainstream human rights into the peace and political processes pertaining to the strategies for the protection of civilians and humanitarian responses. In addition, it will maintain a platform for constructive dialogue with the Government of the Sudan and engage with international partners, armed movements, the United Nations country team and key national stakeholders to address human rights concerns. UNAMID will also ensure that human rights due diligence principles are embedded in projects in support of non-United Nations security forces.

74. The Operation will maintain dialogue with armed forces and armed groups aimed at securing commitments to sign and implement time-bound action plans

aimed at ending the recruitment and use of child soldiers and other grave violations of the rights of children. UNAMID will continue to follow up, verify, document and report in a timely manner all allegations of child rights violations committed by parties to the conflict. The Operation will continue to build the capacities of national partners to prevent and respond to abuses and violations of children's rights and to take ownership of the child protection agenda.

75. In collaboration with the United Nations country team and international and local non-governmental organizations, UNAMID will support initiatives to strengthen the rule of law, taking into account international law and best practices. UNAMID will support the improvement of the criminal justice system of the Sudan to enable it to safeguard the legal rights of the population of Darfur. The Operation will work with national authorities to build and monitor the capacity of rural court judges to resolve and mediate community conflicts related to land and other resources. Access to justice in communities will be improved through technical support to paralegal networks, including in internally displaced persons camps, which will provide advice on legal rights and refer victims to the formal legal system, including in cases of sexual and gender-based violence. The Operation will also work with the United Nations country team to monitor criminal trials so as to ensure compliance with international legal standards. UNAMID will also support transitional justice mechanisms such as the Justice, Truth and Reconciliation Commission of the Doha Document for Peace in Darfur and the Special Court for Darfur Crimes by providing technical and logistical assistance in support of victims' access to justice.

76. The Operation will continue to support the protection of civilians' early warning and response system in order to monitor, prevent and respond to issues of threats of physical violence to civilians. Through discussions with the United Nations country team, communities at risk and local authorities, UNAMID will support the protection of civilians in all sectors by identifying threats, priority areas and planned responses; operating a joint civilian, police and military protection of civilians' monitoring system; and developing a system to review, evaluate and report on all responses to protection of civilians incidents.

77. UNAMID will work closely with the United Nations country team and the humanitarian country team in Darfur on the facilitation of the delivery of humanitarian assistance. UNAMID will focus in particular on the establishment of favourable security conditions for the provision of humanitarian assistance and the safe and voluntary return and reintegration of displaced populations or the local integration of such populations into places of their choice; support for women's participation in post-conflict recovery and development and on their socioeconomic empowerment; and the identification of implementing partners in providing assistance to victims of explosive remnants of war. UNAMID will focus in particular on the establishment of favourable security conditions for the provision of humanitarian assistance.

78. In close collaboration with the Resident and Humanitarian Coordinator for the Sudan, UNAMID will carry out its work in full consultation and coordination with the United Nations country team and other international and non-governmental actors, including bilateral and multilateral donors. In this connection, the Operation will coordinate with the Darfur Protection Sector, led by the Office of the United Nations High Commissioner for Refugees, and with the work of the joint UNAMID-United Nations country team working groups, to identify and undertake joint activities in

support of the implementation of the Doha Document for Peace in Darfur, especially focusing on supporting the work of the Darfur Regional Authority on recovery, reconstruction, livelihoods and environment, as well as on durable solutions, voluntary returns and reintegration, in order to contribute to the creation of a safe, secure and stable environment conducive to the normalization of life in Darfur

Expected accomplishments	*Indicators of achievement*
2.1 Stable and secure environment in Darfur	2.1.1 Reduced number of civilian fatalities as a result of inter-communal (inter-ethnic or intertribal) conflict (2013/14: 1,059; 2014/15: 1,200; 2015/16: 800)
	2.1.2 Reduced number of civilian fatalities resulting from armed conflict between parties to the conflict (2013/14: 120; 2014/15: 120; 2015/16: 80)
	2.1.3 Reduction in the number of criminal/public order incidents in internally displaced persons and refugee camps (2013/14: 854; 2014/15: 827; 2015/16: 500)
	2.1.4 Increase in the number of Sudan police officers receiving training in crime prevention, reporting and investigation (2013/14: 2,079; 2014/15: 3,600; 2015/16: 3,700)
	2.1.5 Increase in the number of Sudan police sexual and gender-based violence desks, child protection units and women's protection groups (2013/14: 7; 2014/15: 8; 2015/16: 9)
	2.1.6 Reduced number of unexploded ordnance incidents (2013/14: 20; 2014/15: 15; 2015/16: 10)
	2.1.7 Improved weapons and ammunition storage facilities within Darfur (2013/14: 0; 2014/15: 5; 2015/16: 10)

Outputs

- Organization of fortnightly meetings on behalf of the Chairman of the Ceasefire Commission and subceasefire commissions at the sector level, to discuss issues related to violations of relevant peace agreements, the redeployment of forces and security arrangements; to resolve disputes between the signatory parties; and to identify matters to be reported to the Joint Commission
- Organization of quarterly meetings with the Ceasefire Commission to provide advice on the provisions on gender and women contained in the Doha Document for Peace in Darfur and to monitor their implementation
- Organization of six meetings with the parties to the conflict, including the Government of the Sudan and armed groups, to further the integration of children's concerns into the peace processes, peace agreements and the post-conflict recovery and reconstruction phases in pursuance of relevant Security Council resolutions on children and armed conflict

- Provision of information on an ongoing basis to the United Nations country team, the Inter-Agency Standing Committee humanitarian country team, and the Darfur Regional Authority on the Operation's work and priorities in relation to the protection of civilians, ensuring their alignment with the analyses and priorities of humanitarian protection actors and the protection sector/cluster, and participation in ad hoc committee meetings with donors on humanitarian affairs and early recovery interventions for Darfur

- Co-chair the thematic protection-of-civilians working group in support of the United Nations integrated strategic framework for United Nations system-wide support to the Doha Document, and monitor implementation of joint projects with the United Nations country team

- A total of 256,200 troop-days provided by four company-size force/sector reserves ready to intervene throughout the mission area (175 troops per company for four companies for 366 days)

- A total of 74,664 troop days provided by the headquarters company to ensure static security, office clerks and radio operators for Operation headquarters (132 troops per day for 366 days); and escorts for the senior management and VIP visitors (12 troops per team for 6 teams for 366 days)

- A total of 1,679,940 troop mobile and foot patrol days to ensure the safety and protection of civilians, to monitor and verify intense conflicts and the position, strength and movement of all forces engaged in the Darfur conflict, and to ensure the security of military observers for 34 team sites (45 troops per patrol for three patrols per team site for 366 days per team site)

- A total of 933,300 troop days to provide static security, command and control, and logistical support for 34 team sites (75 troops for 366 days per team site)

- A total of 3,840 air utility support-hours to provide highly mobile rapid protection in high-risk areas, or where ground accessibility is limited, to support civilian and military transport helicopters and ground convoys and for patrolling, reconnaissance and oversight visits (8 military utility helicopters for 40 hours per helicopter per month for 12 months)

- A total of 245,952 troop-days of convoy protection for operational and logistics transport convoys and in support of humanitarian convoys (56 troops per convoy for 12 convoys for 366 days)

- A total of 13,542 liaison officer-days for close liaison with national and local authorities, other parties, tribal leaders and local communities to resolve conflict-related issues (37 officers for 366 days)

- A total of 183,000 troop-days at five temporary operating bases (one in each sector) to secure areas for specific operational activities, including logistics/distribution points and centres, weapons collection and storage points (20 troops per centre, five centres in each temporary operating base, for 366 days, for five temporary operating bases)

- A total of 456,768 formed police operational days for security patrols for the protection of internally displaced persons (96 personnel per formed police unit for 13 units for 366 days)

- A total of 265,716 police operational days for security patrols to protect internally displaced persons, including through the implementation of community policing activities, throughout Darfur (6 police personnel per patrol for 121 patrols per day for 366 days) undertaken in 36 team sites

- A total of 80 training courses for 3,600 community-policing volunteers from internally displaced persons camps to assist the Sudanese police in Darfur in maintaining public order in the five States of Darfur, comprising: 40 training sessions on community policing for 1,800 community policing volunteers; and 40 training sessions on human rights and sexual and gender-based violence for 1,800 community-policing volunteers (80 courses with 45 volunteers per course on community policing-related issues)

- Provision of emergency response and clearance of 30 targets of explosive ordnance disposal in recorded dangerous areas (suspected hazard areas) in Darfur
- Provision of explosive remnants of war and small arms and light weapons risk education to 1,000,000 persons in all five States in Darfur
- Delivery of four capacity development workshops to the National Mine Action Centre staff
- Training of 20 persons from the relevant national authorities in International Ammunition Technical Guidelines and International Small Arms Control Standards
- Rehabilitation of 10 Government of the Sudan police facilities as models for replication by the Government of the Sudan across all Darfur States

Expected accomplishments	*Indicators of achievement*
2.2 Sustained secure environment which enables the delivery of humanitarian assistance and the restoration of livelihoods	2.2.1 Increased delivery of humanitarian assistance in areas where access has been restricted or intermittent (2013/14: 40 villages; 2014/15: 50 villages; 2015/16: 60 villages)

Outputs

- Provision of security services, including protection, security briefings and evacuation support, throughout the mission area to the United Nations country team, and international and national non-governmental and humanitarian organizations, as well as to organizations associated with reconstruction and development processes
- Organization of 60 training exercises of military, police and civilians on protection of civilians and humanitarian principles to better serve and support the Darfur population
- Implementation of 10 quick-impact projects, and the Darfur capacity- and Peacebuilding project in support of early recovery through provision of services to conflict-affected and nomadic communities
- Close up to six team sites with redeployment of the troops to existing or new camps or team sites
- Establish up to three new team sites in identified high-risk areas and potential flashpoints within the area of operations

Expected accomplishments	*Indicators of achievement*
2.3 Darfur civilians living free from fear of attack or harassment and internally displaced persons and refugees voluntarily returning to their homes or resettling in safe and secure environments	2.3.1 Reduction in the number of recorded protection-of-civilian incidents (2013/14: 1000; 2014/15: 800; 2015/16: 400) 2.3.2 Internally displaced persons and refugees voluntarily leaving camps to return or resettle (2013/14: 36,406; 2014/15: 200,000; 2015/16: 300,000)

Outputs

- Strengthening of early warning mechanisms to protect civilians under imminent threat through timely identification and reporting of their linkages with rapid response mechanisms

- Organization of monthly meetings of the Joint Protection Group and attendance at the monthly meetings of the Darfur Protection Cluster Group on threats and issues related to the protection of civilians and humanitarian access
- Coordination of and participation in 300 inter-agency field assessment missions, including confidence-building and monitoring patrols, to identify and verify protection issues in areas of return
- Advice to State authorities, and United Nations and non-governmental organizations through monthly meetings of return-and-reintegration working groups on returnees' protection needs and priorities

Expected accomplishments	*Indicators of achievement*
2.4 Promotion and protection of human rights in Darfur	2.4.1 Reduction in the number of reported human rights violations (2013/14: 486; 2014/15: 300; 2015/16: 200)
	2.4.2 Effective functioning of the National Human Rights Commission and the establishment of human rights subcommittees for Darfur, as provided for in the Doha Document for Peace in Darfur (2013/14: preparatory work for the National Human Rights Commission action plan; 2014/15: Commission fully established and operational; capacity development strategy established and approved; 2015/16: plan for a branch of the National Human Rights Commission in Darfur to be finalized)
	2.4.3 Increase in the number of concluded court cases of sexual and gender-based violence (2013/14: 5; 2014/15: 10; 2015/16: 15)

Outputs

- Advice and support to the Government's Advisory Council for Human Rights in Darfur through one workshop on the joint human rights cooperation framework; one meeting of the Darfur Human Rights Forum with the Government of the Sudan, the Advisory Council for Human Rights in Darfur, the National Human Rights Commission, the diplomatic community, and United Nations and civil society organizations; and 8 meetings of the State human rights sub-forums at the local level to address key human rights concerns
- Advice and support to the National Human Rights Commission through two training sessions and six meetings on the effective implementation of its human rights protection mandate
- Advice to State committees, through 12 meetings and four workshops, on combating violence against women, the implementation of their workplans, prevention strategies, responses to sexual and gender-based violence and institutional development
- Advice to the National Parliamentary Committee on Human Rights and State legislatures in Darfur, through 15 meetings and five workshops, on the conformity of existing laws with international human rights standards
- Conduct of 100 field visits to monitor and report on the human rights situation, comprising 60 monitoring and fact-finding visits to locations of alleged violations and local communities, and 40 follow-up visits to relevant local authorities focused on actions taken and their progress

- Advice and technical assistance to the Government of the Sudan, through 50 judicial monitoring missions, to enhance its capacity to provide justice to victims of human rights violations and to promote accountability in Darfur
- Technical advice to the Humanitarian Aid Commission, State government line ministries and internally displaced persons through 10 workshops and 50 meetings, to address the human rights situation of internally displaced persons, including that of vulnerable groups, sexual and gender-based violence issues, and the voluntary and dignified return of internally displaced persons safe to their places of origin or places of their choice
- Organization of five community awareness-raising campaigns per sector for a total of 25 activities on human rights (one on International Women's Day, one for 16 Days of Activism against Gender-based Violence, one on Africa Human Rights Day, one on the International Day of Persons with Disabilities and one on Human Rights Day).
- Technical assistance to the stakeholders in the Doha Document for Peace in Darfur and any subsequent agreements, through 10 workshops and 25 meetings, on the implementation of the human rights and transitional justice provisions of the agreements
- Technical assistance to the Darfur Transitional Justice Forum, through two workshops, to enhance the empowerment needed to fight impunity, promote reconciliation, develop knowledge of human rights and build the skills and capacity of key stakeholders
- Provision of 18 training courses for prosecutors, judges, medical personnel, Sudanese Armed Forces personnel, law enforcement officials, armed movements and rural traditional mechanisms on the administration of justice, including corrections and impunity issues, international human rights standards, and combating violence against women and children
- Implementation of four quick-impact projects to promote human rights within the formal educational and judicial systems
- Reprinting of 10,000 human rights educational materials, 1,800 posters, 100 illustrated flip charts and 1,000 bags to raise awareness concerning relevant national and international human rights instruments for local communities
- Consultation and coordination with the Office of the United Nations High Commissioner for Human Rights, the African Union, and United Nations special procedures mandate holders on matters pertaining to human rights advocacy

Expected accomplishments	*Indicators of achievement*
2.5 Progressive elimination of grave violations against the rights of children committed by the parties to the conflict	2.5.1 Number of action plans elaborated, signed and implemented by parties to the conflict to end recruitment and use of child soldiers and other grave violations of the rights of children (2013/14: 6; 2014/15: 7; 2015/16: 3)
	2.5.2 Increase in the number of child protection committees at community level trained on child rights and child protection to enhance reporting on, prevention of and response to grave violations of children's rights (2013/14: 15; 2014/15: 20; 2015/16: 25)

	2.5.3 Increase in the number of parties to the conflict trained on child rights and child protection to raise their awareness and knowledge of the six grave violations of children's rights and international norms and standards (2013/14: 3; 2014/15: 3; 2015/16: 4)

Outputs

- Establishment of dialogue with the parties to the conflict to obtain commitment to action plans to end recruitment and use of child soldiers and other violations of children's rights, in application of Security Council resolutions 1539 (2004), 1612 (2005), 1882 (2009), 1998 (2011) and 2068 (2012)
- Organization of six meetings with the leadership of the parties to the conflict to negotiate, provide advice and support in the drafting and implementation of action plans
- Organization of 40 training sessions on child rights and child protection to benefit at least 2,000 national child protection stakeholders, including members of civil society organizations, community policing volunteers, Government of the Sudan institutions and community child protection committees and child protection focal points
- Organization of four training session on child rights and child protection, benefiting members of the parties to the conflict, in order to build their capacity and knowledge in respect of child rights violations and monitoring and reporting mechanisms
- Four reports on mainstreaming and capacity-building and four reports on grave violations of children's rights submitted to the Special Representatives of the Secretary-General for Children and Armed Conflict and the Security Council Working Group on Children and Armed Conflict
- Organization of 160 monitoring missions to field localities and internally displaced persons camps to verify and follow up allegations of grave violations of the rights of children
- Organization of monthly monitoring and reporting mechanism working group meetings to follow up, verify, document and respond to violations of the rights of children

Expected accomplishments	*Indicators of achievement*
2.6 Enhanced capacity of local institutions to tackle impunity and improved access to justice of the war-affected population, including women and children	2.6.1 Increase in the proportion of judicial decisions, including those of the Special Court for Darfur Crimes, verified to be in compliance with international standards (2013/14: not applicable; 2014/15: 40 per cent; 2015/16: 60 per cent)
	2.6.2 Increase in the number of victims assisted in accessing justice through the transitional justice mechanisms (2013/14: not applicable; 2014/15: 50; 2015/16: 150)
	2.6.3 Increase in the number of victims accessing legal aid services (2013/14: not applicable; 2014/15: 50; 2015/16: 150)

2.6.4 Increase in the number of prison inmates accessing legal aid services (2013/14: not applicable; 2014/15: 100; 2015/16: 200)

Outputs

- Support and monitoring for compliance with the international standards of the administration of justice and report upon 100 criminal trials in courts throughout Darfur
- Organization of one seminar with the Justice, Truth and Reconciliation Commission under the Doha Document for Peace in Darfur on comparative studies from other post-conflict countries
- Organization of six workshops to enhance the capacity of transitional justice systems
- Organization of 30 legal aid days to facilitate the interaction of victims in five States with legal aid providers to enable them to receive legal assistance
- Organization of six legal aid days to facilitate the interaction of prison inmates in six prisons with legal aid providers to enable them to receive legal assistance

External factors

Troop- and police-contributing countries continue to provide military and police personnel at current capabilities and provide the remainder of the assets approved by the African Union Peace and Security Council; full cooperation with Government of the Sudan police Governments of neighbouring countries maintain the integrity of their borders with the Republic of the Sudan; the signatory parties to the Doha Document for Peace in Darfur fulfil their commitments on implementation of the Darfur Final Security Arrangements; donors provide financial support to the disarmament, demobilization and reintegration process; the security situation is conducive to the implementation of reinsertion activities; civilian fatalities and displacement may be caused by factors and complexities beyond intertribal conflicts, including clashes between the Government of the Sudan and armed movements, and political dynamics; willingness of the relevant parties (inter-communal) to enter into an agreement to cease hostilities and of the Government of the Sudan to support such interventions; and funding support to facilitate logistics and the travel of parties aimed at disseminating the peace message at the local level across Darfur

Bilateral and multilateral donors provide extrabudgetary funding for relief and recovery activities. The parties to the conflict commit to and fully implement the provisions of the Doha Document for Peace in Darfur and subsequent agreements related to humanitarian access, humanitarian assistance, the protection of civilians, early recovery and development

The national parliament continues to implement legislative reforms and adopts legislation in compliance with international human rights standards; the functioning and operations of the Darfur Regional Authority depend largely on funding by and the political obligation of the Government and credibility of appointees; donors provide funds in support of rule of law, governance and human rights capacity-building initiatives; timely and sufficient donor funding is provided for areas of cooperation agreed upon between the Operation and United Nations country team

Table 5
Human resources: component 2, protection of civilians

Category	*Total*
I. Military observers	
Approved 2014/15	**260**
Proposed 2015/16	**147**
Net change	**(113)**
II. Military contingents	
Approved 2014/15	**15 940**
Proposed 2015/16	**15 698**
Net change	**(242)**
III. United Nations police	
Approved 2014/15	**2 310**
Proposed 2015/16	**1 583**
Net change	**(727)**
IV. Formed police units	
Approved 2014/15	**2 380**
Proposed 2015/16	**1 820**
Net change	**(560)**
V. Government-provided personnel	
Approved 2014/15	**6**
Proposed 2015/16	**6**
Net change	**–**

	International staff								
VI. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Force Commander									
Approved posts 2014/15	1	1	–	–	2	**4**	4	–	**8**
Proposed posts 2015/16	1	1	–	–	2	**4**	4	–	**8**
Net change	–	–	–	–	–	–	–	–	
Police Division									
Approved 2014/15	–	2	13	2	1	**18**	–	–	**18**
Proposed 2015/16	–	2	15	4	1	**22**	–	–	**22**
Net change	–	**0**	**2**	**2**	–	**4**	–	–	**4**

Protection of Civilians Section									
Approved 2014/15	–	1	6	10	1	**18**	18	–	**36**
Proposed 2015/16	–	1	6	10	1	**18**	14	–	**32**
Net change	–	–	–	–	–	–	**(4)**	–	**(4)**
Child Protection Unit									
Approved posts 2014/15	–	–	2	3	–	**5**	12	3	**20**
Proposed posts 2015/16	–	–	2	3	–	**5**	12	3	**20**
Net change	–	–	–	–	–	–	–	–	–
Gender Advisory Unit									
Approved 2014/15	–	–	2	4	1	**7**	16		**23**
Proposed 2015/16	–	–	2	4	1	**7**	16		**23**
Net change	–	–	–	–	–	–	–	–	–
Human Rights Section									
Approved 2014/15	–	1	10	23	1	**35**	47	10	**92**
Proposed 2015/16	–	1	10	23	1	**35**	46	10	**91**
Net change	–	–	–	–	–	–	**(1)**	–	**(1)**
Rule of Law, Judicial Systems and Prison Advisory Section									
Approved 2014/15	–	1	6	4	3	**14**	10	–	**24**
Proposed 2015/16	–	1	6	4	3	**14**	10	–	**24**
Net change	–	–	–	–	–	–	–	–	–
Subtotal, civilian staff									
Approved posts 2014/15	1	6	39	46	9	**101**	107	13	**221**
Proposed posts 2015/16	1	6	41	48	9	**105**	102	13	**220**
Net change	–	–	**2**	**2**	**0**	**4**	**(5)**	–	**(1)**
Total (I-VI)									
Approved 2014/15									**21 117**
Proposed 2015/16									**19 474**
Net change									**(1 643)**

[a] Includes National Professional Officers and national General Service staff.

International staff: increase of 4 posts

National staff: decrease of 5 posts

79. A summary of the staffing changes proposed under protection of civilians is presented in table 6 below.

Table 6
Staffing changes: protection of civilians

Office/section/unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
Police Division	Establishment	1	1 P-4	
	Reassignment	1	1 P-3	From the Joint Mediation Support Team under component 1
	Redeployment	2	1 P-4 and 1 P-3	From the Khartoum Liaison Office under component 1
Protection of Civilians Section	Abolishment	(4)	4 national General Service	
Human Rights Section	Abolishment	(1)	National General Service	
Total		**(1)**		

Police Division

80. It is proposed to redeploy 2 international Police Officer posts (1 P-4, 1 P-3) from the Khartoum Liaison Office to the Police Division under component 1, support to the mediation process, and to reassign 1 P-3 post from the Joint Mediation Support Team and to establish 1 new international post at the P-4 level under the Police Division for Sector East.

81. The new P-4 post of Sector Commander for the Sector East office of UNAMID would implement delegated command and control in the areas of responsibility for the protection of civilians, capacity-building of Government of the Sudan Police and the implementation of community policing by ensuring leadership, administrative management, coordination of Police activities and the promotion of a collaborative environment with Government of the Sudan police, local administrators and other stakeholders so as to enhance security in the Sector. The P-3 post reassigned from the Joint Mediation Support Team would serve as Deputy Sector Commander in Sector East and would conduct research studies and provide advice on tactical operational plans, project monitoring and management with Government of the Sudan Police.

Protection of Civilians Section

82. It is proposed to abolish 4 national General Service posts in the Protection of Civilians Section effective 31 December 2015, in the context of the implementation of the streamlining exercise.

Human Rights Section

83. It is proposed to abolish 1 national General Service post in the Human Rights Section effective 31 December 2015, in the context of the implementation of the streamlining exercise.

Component 3: support to the mediation of community conflict

84. UNAMID, in conjunction with the United Nations country team, will, in the search for sustainable peace, increasingly place emphasis on implementing measures

to fully address the root causes of conflict. Local dispute resolution mechanisms play a crucial role in this context, particularly regarding conflicts over natural resources. The Operation will also monitor and seek to ensure that the institutions established under the Doha Document for Peace in Darfur, transitional justice mechanisms, including the National Human Rights Commission, the Special Court for Darfur and the Truth and Reconciliation Council, are adequately resourced and empowered to carry out their mandates.

85. The Operation will continue to support activities of local authorities and mediators in strengthening traditional conflict resolution mechanisms, including reconciliation and dialogue, in order to urgently end intertribal clashes and criminality. UNAMID will strengthen early warning mechanisms with the aim of preventing local disputes leading to violence. This will be done through continuous information-gathering, monitoring and analysis, and organization of forums within which to create the political space needed for stakeholders to peacefully air their grievances.

86. In collaboration with the United Nations country team, the capacity of Darfuri stakeholders, including native administrations, farmers and nomads, civil society organizations, local peace committees, local authorities including the Darfur Regional Authority, internally displaced persons, women and youth, for peaceful inter-communal and tribal dialogue will be strengthened. In line with the Darfur Development Strategy, activities to increase the capacity of the State and local authorities, including the Darfur Regional Authority, to govern responsively and effectively manage natural resources will also be supported. The vital role and full and effective participation of women, including women's civil society organizations, in all the phases of conflict management and peacebuilding will be also supported and promoted.

87. UNAMID will conduct peace and outreach campaigns, targeted negotiations and dialogues, and reconciliation conferences not only between conflicting parties but also with other relevant groups, tribes, local peace committees and traditional native administrations, with the aim of promoting the peaceful resolution of local conflicts, restoration of the social fabric and shared access to natural resources.

88. In the absence of a comprehensive Darfur-wide disarmament, demobilization and reintegration (DDR) process, following the initial period of planning and capacity development as regards national DDR counterparts, the focus of the UNAMID Disarmament, Demobilization and Reintegration Section has gradually shifted towards communities and towards addressing the needs of perennially unemployed youth who were an easy target for recruitment into armed or criminal groups. The DDR simulation exercise of October 2009, which brought together key United Nations stakeholders in DDR in the Sudan, recognized the complexity of the political, security and humanitarian situation in Darfur — a situation that was not conducive to traditional DDR and thus required innovative solutions. Beginning with budget year 2011/12, community-based labour-intensive projects were therefore launched to address the needs of youth at risk. This successful second-generation DDR approach shares the same strategic aims as traditional DDR, which are to support the peace process, to create political space and to contribute to a secure environment. Notably, it is designed not to replace but rather to complement traditional DDR.

89. Currently, the implementation of a comprehensive DDR programme in Darfur remains possible and desirable, but the prospect seems remote. Recent initiatives by the Government of the Sudan, namely, the launch of the inclusive national dialogue, indicate a broader, State-wide approach to the armed groups and DDR, an approach that can be only partially accommodated within the mandate of UNAMID. Acknowledging this situation, as well as the success of the implementation of the community stabilization initiatives by the UNAMID DDR Section, the 2014 progress assessment of the review of UNAMID, as requested by the Security Council in its resolution 2173 (2014), recognized that community stabilization has become the core activity of the DDR Section, and it is therefore proposed to rename it as the Community Stabilization Section.

90. While the Community Stabilization Section will continue to monitor, and provide support to, future DDR initiatives for Darfur, it will in the meantime streamline its resources so as to work towards the prevention of recruitment among youth, reduction of community violence and broader community stability, with its focus centring around four pillars: (a) community security; (b) capacity development of local institutions; (c) durable solutions for communities at risk; and (d) increased access to basic services in communities at risk.

Expected accomplishments	*Indicators of achievement*
3.1 Local conflict mediation and resolution	3.1.1 Reduced number of local conflicts resulting in violence (2013/14: not applicable; 2014/15: not applicable; 2015/16: 25)
	3.1.2 Increased number of agreements for the cessation of hostilities and/or peace agreements signed by conflicting tribes in Darfur (2013/14: 10; 2014/15: 15; 2015/16: 20)

Outputs

- Organization of monthly meetings with the State land commissions and the Darfur Land Commission on land use and land tenure, traditional and historical rights to land, such as *hawakeer*, traditional land tenure rights and migration routes, and natural resource management, with a view to addressing root causes of conflict in Darfur
- Organization of 20 outreach meetings with farmers and pastoralists to promote consultation and initiate dialogue so as to pre-empt clashes, defuse tensions and resolve conflicts on access to and management of natural resources
- Facilitation of 15 dialogues between farmers and pastoralist groups, in coordination with local authorities, ministries and the Darfur Regional Authority, to mitigate conflicts and promote peaceful coexistence
- Monthly meetings with local peace and reconciliation committees to de-escalate conflicts, and monitor implementation of signed local peace agreements/cessation of hostilities
- Organization of 20 consultation meetings with key relevant actors/groups, in coordination with the Darfur Regional Authority, local authorities and native administration and tribal leaders, in preparation for reconciliation conferences to be held to facilitate the signing of local peace agreements so as to resolve intertribal conflict

- Organization of five conflict resolution and reconciliation conferences between tribes, in coordination with the Darfur Regional Authority, local authorities and key tribal/community actors, to facilitate the signing of a local peace agreement and/or cessation of hostilities
- Implementation of five sensitization campaigns to disseminate the outcomes of recent signed local peace agreements to the community level, including youth, women and internally displaced persons
- Organization of 20 meetings with local community leaders, representatives of the native administration, government authorities and the Darfur Regional Authority to monitor the implementation of recently signed local peace agreements
- Provision of advice through monthly meetings with the Darfur Regional Authority Justice, Truth and Reconciliation Commission with a view to collaboration on activities addressing the root causes of conflict, together with the United Nations country team, including provision of necessary technical and logistics support

Expected accomplishments	*Indicators of achievement*
3.2 Stabilization of communities under threat of recruitment of their members by armed or criminal groups	3.2.1 Increased number of community members and ex-combatants participate in reinsertion and community stability projects (2013/14: 6,000; 2014/15: 7,000; 2015/16: 8,000)
	3.2.2 Increased number of youth and women participants in employment-creation programmes (2013/14: not applicable; 2014/15: not applicable; 2015/16: 500)

Outputs

- Mapping of communities in all five States of Darfur that are under particular threat of recruitment to armed or criminal groups, accomplished and updated in a six-month cycle
- Development and implementation of 20 community-based labour-intensive projects to contribution to community stability, including five projects specifically aimed at employment creation, in coordination with appropriate regional and local authorities, United Nations agencies, funds and programmes, non-governmental and civil society organizations, and community leaders
- Chairmanship provided to 10 meetings of the inter-agency community stability task force to coordinate activities undertaken by the United Nations and other partners, with the aim of stabilizing target communities in Darfur
- Substantive and logistical support provided to and adequate United Nations representation ensured at 12 meetings with the Sudan Disarmament, Demobilization and Reintegration Commission, the Darfur Security Arrangements Implementation Commission and other relevant authorities for the provision of policy and operational advice on development and implementation of plans related to reinsertion and reintegration of former combatants into communities, civilian and community arms control initiatives and/or similar measures, including the implementation of community-based labour-intensive projects
- Institutional support to community stabilization enhanced through the organization of one workshop, targeted to locality commissioners, native administrations and other relevant grass-roots institutional actors, on the management of reconciliation and peacebuilding as well as the management of small arms and light weapons at a community level

- Reinsertion support provided, including through community-based labour-intensive projects, to 1,500 former combatants

External factors

Clashes, civilian fatalities and displacement may be caused by factors and complexities beyond those associated with intertribal conflicts, such as clashes between the Government of the Sudan and the rebel groups, and political dynamics; dependence on the willingness of relevant inter-communal parties to enter into an agreement to cease hostilities and of the Government to support such interventions; and dependence on funding support to facilitate logistics and travel of parties to disseminate peace messages at the local level across Darfur. The functioning and operations of the Darfur Regional Authority depend largely on funding and support from the Government of the Sudan and the credibility of appointees

Table 7
Human resources: component 3, support to the mediation of community conflict

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Civil Affairs Section									
Approved posts 2014/15	–	1	9	19	2	**31**	70	4	**105**
Proposed posts 2015/16	–	1	9	19	2	**31**	69	4	**104**
Net change	–	–	–	–	–	–	**(1)**	–	**(1)**
Community Stabilization Section (formerly the Disarmament, Demobilization and Reintegration Section)									
Approved posts 2014/15	–	1	1	5	1	**8**	6	5	**19**
Proposed posts 2015/16	–	1	1	5	1	**8**	6	5	**19**
Net change	–	–	–	–	–	–	–	–	–
Total, support to the mediation of community conflict									
Approved 2014/15	–	2	10	24	3	**39**	76	9	**124**
Proposed 2015/16	–	2	10	24	3	**39**	75	9	**123**
Net change	–	–	–	–	–	–	**(1)**	–	**(1)**

[a] Includes National Officers and national General Service staff.

National staff: decrease of 1 post

91. A summary of the staffing changes proposed under support to the mediation of community conflict is presented in table 8 below.

Table 8
Staffing changes: support to the mediation of community conflict

Office section unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*
Civil Affairs Section	Abolishment	(1)	National Professional Officer
Total		**(1)**	

Civil Affairs Section

92. It is proposed to abolish 1 National Professional Officer post in the Civil Affairs Section effective 31 December 2015, in the context of the implementation of the streamlining exercise.

Component 4:

A. Support

93. The support component reflects the work of the Operation Support Division, the Security and Safety Section, the Conduct and Discipline Team and the HIV/AIDS Unit of UNAMID. During the budget period, the Operation's support component will provide effective and efficient logistical, administrative and security services in support of the implementation of the Operation's mandate, through the delivery of related outputs and the introduction of service improvements, along with the realization of efficiency gains. Support will be provided to the full deployment of the strength of 147 military observers, 15,698 military contingents, 1,820 formed police personnel and 1,583 United Nations police officers and to the establishment of civilian staffing comprising 948 international staff (exclusive of 33 international staff redeployed or reassigned to the Regional Service Centre at Entebbe), 2,286 national staff (exclusive of 71 national staff redeployed or reassigned to the Regional Service Centre at Entebbe) and 167 United Nations Volunteers (163 international and 4 national United Nations Volunteers, including temporary positions). The range of support will encompass the implementation of conduct and discipline and HIV/AIDs programmes, personnel administration, financial services, health care, maintenance and construction of office and accommodation facilities, information technology and communications, air and surface transport operations, supply and resupply operations, and provision of legal and security services Operation-wide.

Expected accomplishments	*Indicators of achievement*
4.1 Increased efficiency and effectiveness of logistical, administrative and security support to the Operation	4.1.1 Reduced proportion of unliquidated obligations carried forward from the previous budget period (2013/14: 5 per cent; 2014/15: 3 per cent; 2015/16: 2 per cent)
	4.1.2 Reduced proportion of warehousing reserved stock (2013/14: 12.5 per cent; 2014/15: 10 per cent; 2015/16: 8 per cent)

Outputs

Service improvements

- Reduction in the ceiling per-person rate of rations though continuous reduction in air deliveries and use of contingents within the proximity of the super camps to collect food from warehouses, instead of delivery by contractor
- Installation and operation of the electronic rations management tool for monitoring, control and management of food rations
- Installation and operation of the Electronic Fuel Management System for monitoring and control of fuel usage at all fuel receiving and dispensing points

Military, police and civilian personnel

- Emplacement, rotation and repatriation of a strength of 15,698 military contingent personnel, 147 military observers, 1,583 United Nations police officers and 1,820 formed police personnel
- Verification, monitoring and inspection of contingent-owned equipment and self-sustainment for the military and formed police personnel
- Storage and supply of 12.5 million tons of rations, 285,200 combat rations and water for military contingent and formed police personnel in 84 locations
- Administration of 3,401 civilian staff, comprising 948 international staff, 2,286 national staff and 167 United Nations Volunteers

Facilities and infrastructure

- Maintenance of 34 and repair of 17 military/formed police unit sites, 22 enabling Unit sites, maintenance and repair of 36 United Nations police premises, and maintenance and repair of 42 civilian staff premises in a total of 42 locations
- Construction of 3.5 kilometres of an asphalt road connecting El Geneina super camp to the airport terminal building in the second phase of a multi-year construction plan; implementation of phase two of the solar power multi-year project; drilling of 10 boreholes; one sanitary landfill and 13 controlled tipping sites for safe disposal of solid waste and construction of 1 earth dam/*hafir* structure for retaining water from rooftops
- Sanitation services for all premises, including sewage and garbage collection and disposal
- Operation and maintenance of 292 United Nations-owned water purification plants in 48 locations
- Operation and maintenance of 1,825 United Nations-owned generators in 48 locations
- Storage and supply of 40.1 million litres of petrol, oil and lubricants for generators
- Maintenance and renovation of 35 kilometres of asphalt road and 75 kilometres of gravel roads and 16 bridges
- Maintenance of 4 airfields and 37 helicopter landing sites in 42 locations

Ground transportation

- Operation and maintenance of 1,961 United Nations-owned vehicles, including 26 armoured vehicles, and 861 items of workshop and miscellaneous equipment, through eight main workshops and 29 repair facilities at 34 locations

- Supply of 5.1 million litres of petrol, oil and lubricants for ground transportation
- Operation of a daily shuttle service seven days per week for an average of 3,800 United Nations personnel per day from their accommodation to mission area

Air transportation

- Operation and maintenance of five fixed-wing and 21 rotary-wing aircraft, including four medium-utility military-type aircrafts, in 31 locations including 27 helipads and four airports (El Fasher, Nyala, El Geneina and Khartoum)
- Supply of 15.4 million litres of petrol, oil and lubricants for air operations

Communications

- Support and maintenance of a satellite network consisting of four earth station hubs to provide voice, fax, video and data communications
- Support and maintenance for 95 very small aperture terminal (VSAT) systems, 168 telephone exchanges and 142 microwave links
- Support and maintenance for 2,134 high-frequency and 46 ultra-high-frequency (UHF) repeaters and transmitters
- Support and maintenance for one FM radio broadcast stations in one radio production facility

Information technology

- Support and maintenance of 353 servers, 4,194 desktop computers, 2,633 laptop computers, 981 printers and 615 digital senders in 114 locations
- Support and maintenance of local-area networks (LAN) and wide-area networks (WAN) for 5,000 users in 114 locations
- Organization of 100 training sessions for 1,500 military and civilian staff on the geographic information system, Global Positioning System (GPS) and map reading
- 40 map sheets, at 1:100,000 scale, of UNAMID area of responsibility

Medical

- Operation and maintenance of 1 level III hospital, 2 level II clinics and 5 level I medical facility as well as 54 emergency and first-aid stations in 64 locations for all mission personnel, staff of other United Nations agencies and the local civil population in emergency cases
- Maintenance of mission-wide land and air evacuation arrangements for all United Nations locations, including to level IV hospitals in three locations (Cairo, Dubai and Nairobi)
- Operation and maintenance of HIV voluntary confidential counselling and testing facilities, and implementation of HIV sensitization programmes, including peer education, for all mission personnel

Security

- Provision of security services 24 hours per day seven days per week throughout the mission area
- 24-hour close protection provided to senior mission staff and visiting high-level officials

- Operation-wide site security assessment, including residential surveys for 274 residences
- Conduct of a total of 3,437 information sessions on security awareness and contingency plans for all mission staff
- Induction security training and primary fire training/drills for all new mission staff

External factors

Suppliers of goods and services will be able to deliver as contracted. The security situation in the mission area will allow freedom of movement. No activities will be conducted that could result in mine contamination or recontamination of known safe areas

Table 9
Human resources: component 4, support

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Director of Mission Support									
Approved posts 2014/15	–	1	5	8	17	**31**	89	13	**133**
Proposed posts 2015/16	–	1	10	9	16	**36**	51	8	**95**
Net change	–	–	**5**	**1**	**(1)**	**5**	**(38)**	**(5)**	**(38)**
Office of the Deputy Director of Mission Support									
Approved posts 2014/15	–	1	19	23	104	**147**	375	63	**585**
Proposed posts 2015/16	–	1	12	18	107	**138**	363	49	**550**
Net change	–	–	**(7)**	**(5)**	**3**	**(9)**	**(12)**	**(14)**	**(35)**
Office of the Senior Administrative Officer									
Approved 2014/15	–	–	–	–	–	**–**	–	–	**–**
Proposed 2015/16	–	–	2	6	8	**16**	18	–	**34**
Net change	–	–	**2**	**6**	**8**	**16**	**18**	–	**34**
Service Delivery (formerly Office of Operations and Services)									
Approved posts 2014/15	–	1	16	36	125	**178**	687	55	920
Proposed posts 2015/16	–	1	15	38	148	**202**	829	70	**1 101**
Net change	–	–	**(1)**	**2**	**23**	**24**	**142**	**15**	**181**
Approved temporary positions 2014/15[b]	–	–	–	3	15	**18**	80	–	**98**
Proposed temporary positions 2015/16[b]	–	–	–	3	15	**18**	80	–	**98**
Net change	–	–	–	–	–	**–**	–	–	**–**
Subtotal (Service Delivery)									
Approved 2014/15	–	1	16	39	140	**196**	767	55	**1 018**
Proposed 2015/16	–	1	15	41	163	**220**	909	70	**1 199**
Net change	–	–	**(1)**	**2**	**23**	**24**	**142**	**15**	**181**

	International staff								
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Supply Chain Management									
Approved posts 2014/15	–	1	9	16	119	**145**	473	14	**632**
Proposed posts 2015/16	–	1	9	10	84	**104**	195	16	**315**
Net change	–	–	–	**(6)**	**(35)**	**(41)**	**(278)**	**2**	**(317)**
Staff Security Cooperation Mechanism and Security and Safety Section									
Approved posts 2014/15	–	–	6	27	127	**160**	723	–	**883**
Proposed posts 2015/16	–	–	6	27	127	**160**	451	–	**611**
Net change	–	–	–	–	–	–	**(272)**	–	**(272)**
Conduct and Discipline									
Approved posts 2014/15	–	–	3	6	1	**10**	10	–	**20**
Proposed posts 2015/16	–	–	3	6	1	**10**	10	–	**20**
Net change	–	–	–	–	–	–	–	–	–
HIV/AIDS Unit									
Approved posts 2014/15	–	–	–	1	–	**1**	6	–	7
Proposed posts 2015/16	–	–	–	1	–	**1**	6	–	7
Net change	–	–	–	–	–	–	–	–	–
Subtotal, civilian staff									
Approved posts 2014/15	–	4	59	113	493	**672**	2 363	145	**3 180**
Proposed posts 2015/16	–	4	58	114	491	**667**	1 923	143	**2 733**
Net change	–	–	**(1)**	**1**	**(2)**	**(5)**	**(440)**	**(2)**	**(447)**
Subtotal, civilian staff									
Approved temporary positions 2014/15[b]	–	–	–	3	15	**18**	80	–	**98**
Proposed temporary positions 2015/16[b]	–	–	–	3	15	**18**	80	–	**98**
Net change	–	–	–	–	–	–	–	–	–
Total, Support									
Approved 2014/15	–	4	59	119	508	**690**	2 443	145	**3 278**
Proposed 2015/16	–	4	58	117	506	**685**	2 003	143	**2 831**
Net change	–	–	**(1)**	**(2)**	**(2)**	**(5)**	**(440)**	**(2)**	**(447)**

[a] Includes National Officers and national General Service staff.
[b] Funded under general temporary assistance, in civilian personnel costs.

International staff: net decrease of 5 posts

National staff: net decrease of 440 posts

United Nations Volunteers: net decrease of 2 positions

94. In the area of mission support, the UNAMID proposed budget for the 2015/16 period reflects the continued implementation of the streamlining exercise undertaken from April to October 2014, with a view to establishing a right-sized, flexible configuration of its organizational structure and its reporting lines to meet future challenges in the dynamics of the Operation and to align the Operation Support Division to the principles of the global field support strategy. Table 10 below summarizes the organizational changes to the structure of the support component proposed for 2015/16.

Table 10
Summary of changes to offices/sections/units in the realignment of the support component

Office section unit	*Type of proposed change*	*To from*
Office of the Director of Mission Support		
Aviation Safety Unit	No change	
Contracts Management Section	Realignment	From the Office of the Deputy Director of Mission Support
Training Section	Realignment	From the Office of the Deputy Director of Mission Support
Sectors	Realignment	From the Office of the Deputy Director of Mission Support
Former sections and units		
Occupational Safety Unit	Realignment, renamed	To the Office of the Senior Administrative Officer as the Occupational Health and Safety Unit
Board of Inquiry	Realignment	To the Office of the Senior Administrative Officer
Water and Environment Protection Unit	Realignment	To the Engineering Section under Service Delivery (former Operations and Services)
Risk Management and Compliance Unit	Realignment	To the Office of the Senior Administrative Officer
Office of the Deputy Director of Mission Support		
Human Resources Section	Realignment	From Operations and Services
Staff Counselling and Welfare Section	Realignment	From Operations and Services
United Nations Volunteers programme	Realignment	From Operations and Services
Mission Support Centre, formerly the Supply Chain Operations Centre	Realignment	From the Office of the Chief, Supply Chain Management
Finance and Budget Section	Establishment	Combination of the Finance Section from Operations and Services and the Budget Section under the Office of the Deputy Director of Mission Support
Conference Management and Translation Section	No change	
Geospatial Information and Telecommunications Technology (GITT)	No change	
Information and Communications Technology Security Section	Establishment	Under Geospatial Information and Telecommunications Technology (GITT)

Office section unit	*Type of proposed change*	*To from*
Information and Communications Technology Operations Section	Establishment	Under Geospatial Information and Telecommunications Technology (GITT)
Information and Communications Technology Plans, Projects and Administration Section	Establishment	Under Geospatial Information and Telecommunications Technology (GITT)
Geographic Information System (GIS) Section	No change	Under Geospatial Information and Telecommunications Technology (GITT)
Former sections and units		
Communications Section	Abolishment	
Information Technology Section	Abolishment	
Contracts Management Section	Realignment	To the Office of the Director of Mission Support
Property Management Section	Realignment	To Supply Chain Management
Training Section	Realignment	To the Office of the Director of Mission Support
Mail/Pouch and Archive Unit	Realignment	To the Office of the Senior Administrative Officer
Sectors	Realignment	To the Office of the Director of Mission Support
Claims and Property Survey Board Unit	Realignment	To the Office of the Senior Administrative Officer
Office of the Senior Administrative Officer (new)		
Board of Inquiry	Realignment	From the Office of the Director of Mission Support
Occupational Health and Safety Unit (former Occupational Safety Unit)	Realignment	From the Office of the Director of Mission Support
Mail/Pouch and Archive Unit	Realignment	From the Office of the Deputy Director of Mission Support
Risk Management and Compliance Unit	Realignment	From the Office of the Director of Mission Support
Claims and Property Survey Board Unit	Realignment	From the Property Management Section under the Office of the Deputy Director of Mission Support
Supply Chain Management		
Integrated Warehousing and Property Management/ Contingent-owned Equipment Section (formerly the Centralized Warehousing, Receiving and Inspection and Property Disposal Section)	Renamed	
Movement Control Section	No change	
Procurement Section	Realignment	From Operations and Services
Acquisition Planning and Requisitioning Section	Establishment	From the Procurement Section, Engineering Section, Geospatial Information and Telecommunications Technology, the Medical and Public Health Safety Section and the Supply Section
Former sections and units		
Aviation Section	Realignment	To Operations and Services
Transport Section	Realignment	To Service Delivery
Mission Support Centre, Office of the Chief, Supply Chain Management	Realignment	To the Office of the Deputy Director of Mission Support

Office section unit	*Type of proposed change*	*To from*
Service Delivery (former Operations and Services)		
Mobility Section	Establishment	Combination of the Aviation Section and the Transport Section from Supply Chain Management
Medical and Public Health Safety Section	No change	
Engineering Section	No change	
Supply Section	Renamed	Life Support Services Section
Procurement Section	Realignment	To Supply Chain Management
Former sections and units		
Human Resources Section	Realignment	To the Office of the Deputy Director of Mission Support
Staff Counselling and Welfare Section	Realignment	To the Office of the Deputy Director of Mission Support
Finance Section	Realignment	Merged with the Budget Section under the Office of the Deputy Director of Mission Support

Office of the Director of Mission Support

International staff: net increase of 5 posts

National staff: net decrease of 38 posts

United Nations Volunteers: net decrease of 5 positions

95. The staffing changes proposed for the Office of the Director of Mission Support are summarized in table 11 below.

Table 11
Staffing changes: Office of the Director of Mission Support

Office section unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Immediate Office of the Director of Mission Support	Redeployment	(2)	1 P-5 and 1 Field Service	To the Immediate Office of the Senior Administrative Officer
Sectors	Redeployment	41	3 P-5, 1 P-4, 2 P-3, 8 Field Service, 6 National Professional Officer and 21 national General Service	From Sectors under the Office of the Deputy Director of Mission Support
	Redeployment	1	1 P-5	From the Staff Counselling and Welfare Section under the Office of the Deputy Director of Mission Support
	Redeployment	1	1 P-5	From the Contracts Management Section under the Office of the Deputy Director of Mission Support
Contracts Management Section	Redeployment	9	1 P-4, 2 P-3, 4 Field Service and 2 national General Service	From the Contracts Management Section under the Office of the Deputy Director of Mission Support

Office, section, unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To, from*
Training Section	Redeployment	29	1 P-5, 3 P-3, 4 Field Service, 7 National Professional Officer, 6 national General Service and 8 United Nations Volunteer	From the Training Section under the Office of the Deputy Director of Mission Support
Occupational Safety Unit	Redeployment	(5)	1 P-3, 2 National Professional Officer and 2 national General Service	To the Occupational Health and Safety Unit under the Office of the Senior Administrative Officer
Board of Inquiry	Redeployment	(5)	1 P-3, 1 Field Service and 3 national General Service	To the Office of the Senior Administrative Officer
Water and Environment Protection Section	Redeployment	(102)	1 P-4, 2 P-3, 14 Field Service, 3 National Professional Officer, 69 national General Service and 13 United Nations Volunteer	To the Engineering Section under Service Delivery
	Reassignment	(3)	1 P-3, 1 Field Service and 1 National Professional Officer	To the Occupational Health and Safety Unit under the Office of the Senior Administrative Officer
Risk Management and Compliance Unit	Redeployment	(2)	1 P-4, 1 P-3	To the Risk Management and Compliance Unit under the Office of the Senior Administrative Officer
Total		**(38)**		

Sectors

96. It is proposed to redeploy 43 posts from the Office of the Deputy Director of Mission Support to Sectors under the Office of the Director of Mission Support, comprising 41 posts from the former Sectors office (3 P-5, 1 P-4, 2 P-3, 8 Field Service, 6 National Professional Officer and 21 national General Service), one P-5 post from the Staff Counselling and Welfare Section and one P-5 post from the Contracts Management Section.

Office of the Deputy Director of Mission Support

International staff: net decrease of 9 posts

National staff: net decrease of 12 posts

United Nations Volunteers: net decrease of 14 positions

97. The staffing changes proposed for the Office of the Deputy Director of Mission Support are summarized in table 12 below.

Table 12
Staffing changes: Office of the Deputy Director of Mission Support

Office section unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Immediate Office of the Deputy Director of Mission Support	Redeployment	1	1 P-3	From Geospatial Information and Telecommunications Technology (GITT)
Human Resources Section	Redeployment	64	1 P-5, 2 P-4, 3 P-3, 22 Field Service, 2 National Professional Officer and 34 national General Service	From the Human Resources Section under Operations and Services
Staff Counselling and Welfare Section	Redeployment	29	6 P-3, 3 Field Service, 10 National Professional Officer, 8 national General Service and 2 United Nations Volunteer	From the Staff Counselling and Welfare Section under Operations and Services
	Reassignment	1	1 P-4	From Sectors under the Office of the Deputy Director of Mission Support
United Nations Volunteers Programme Unit	Redeployment	6	2 national General Service posts and 4 United Nations Volunteer	To the Office of the Director of Mission Support
Mission Support Centre	Redeployment	26	1 P-4, 1 P-3, 17 Field Service and 7 national General Service	From the Office the Chief, Supply Chain Management
Budget and Finance Section (previously Budget Section)	Redeployment	18	1 P-3, 7 Field Service, 1 National Professional Officer and 9 national General Service	From the former Finance Section under Operations and Services
Office of the Chief, Geospatial Information and Telecommunications Technology (GITT)	Redeployment	(1)	1 P-3	To the Immediate Office of the Deputy Director of Mission Support
	Redeployment	(9)	2 Field Service, 1 national General Service and 6 United Nations Volunteer	To the Information and Communications Technology Plans, Projects and Administration Section
	Redeployment	(11)	11 national General Service	To the Information and Communications Technology Operations Section
	Redeployment	(6)	6 national General Service	To the Life Support Services Section under Supply Chain Management
Communications Section	Redeployment	(57)	1 P-4, 2 Field Service and 54 national General Service	To the Information and Communications Technology Operations Section
	Reassignment	(2)	1 Field Service and 1 national General Service	To the Acquisition Planning and Requisitioning Section under Supply Chain Management
Information Technology Section	Redeployment	(7)	1 P-4 and 6 Field Service	To the Information and Communications Technology Plans, Projects and Administration Section
	Redeployment	(8)	4 Field Service and 4 United Nations Volunteer	To Information and Communications Technology Security Section

Office section unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
	Redeployment	(78)	32 Field Service, 15 national General Service and 31 United Nations Volunteer	To the Information and Communication Technology Operations Section
Geographic Information Systems Section	Abolishment	(6)	1 P-3, 1 P-2, 2 Field Service and 2 United Nations Volunteer	
Information and Communications Technology Security Section	Redeployment	8	4 Field Service and 4 United Nations Volunteer	From the Information Technology Section
Information and Communications Technology Operations Section	Redeployment	146	1 P-4, 34 Field Service, 80 national General Service and 31 United Nations Volunteer	From the Office of the Chief, Geospatial Information and Telecommunications Technology (GITT), the Communications Section and the Information Technology Section
Information and Communications Technology Plans, Projects and Administration Section	Redeployment	16	1 P-4, 8 Field Service, 1 national General Service and 6 United Nations Volunteer	From the Office of the Chief, Geospatial Information and Telecommunications Technology (GITT) and the Information Technology Section
Contracts Management Section	Abolishment	(2)	2 national General Service	
	Redeployment	(1)	1 P-5	To Sectors under the Office of the Director of Mission Support
	Redeployment	(9)	1 P-4, 2 P-3, 4 Field Service and 2 national General Service	To the Contracts Management Section under the Office of the Director of Mission Support
Property Management Section	Redeployment	(64)	1 P-5, 2 P-4, 4 P-3, 1 P-2, 22 Field Service, 1 National Professional Officer, 23 national General Service and 10 United Nations Volunteer	To the Integrated Warehousing and Property Management/Contingent-owned Equipment Section under Supply Chain Management
		(6)	1 P-3, 1 P-2, 2 Field Service and 2 national General Service	To the Claims and Property Survey Board Unit under the Office of the Senior Administrative Officer
Training Section	Redeployment	(29)	1 P-5, 3 P-3, 4 Field Service, 7 National Professional Officer, 6 national General Service and 8 United Nations Volunteer	To the Training Section under the Office of the Director of Mission Support
Mail/Pouch and Archive Unit	Redeployment	(1)	1 P-4	To the Engineering Section under Service Delivery
		(11)	3 Field Service and 8 national General Service	To the Mail/Pouch and Archive Unit under the Office of the Senior Administrative Officer
Sectors	Redeployment	(41)	3 P-5, 1 P-4, 2 P-3, 8 Field Service, 6 National Professional Officer and 21 national General Service	To Sectors under the Office of the Director of Mission Support

Office/section/unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
	Reassignment	(1)	1 P-4	To the Staff Counselling and Welfare Section under the Office of the Deputy Director of Mission Support
Total		**(35)**		

98. The Human Resources and Staff Counselling and Welfare Sections are proposed to be redeployed to the Office of the Deputy Director of Mission Support from the former Office of Operations and Services, while the United Nations Volunteers Programme Unit is proposed to be redeployed from the Office of the Director of Mission Support. Formerly under the Office of the Deputy Director of Mission Support, the Contracts Management Section, the Training Section and the former Sectors office are proposed to be redeployed to the Office of the Director of Mission Support; the Property Management Section is proposed to be redeployed to Supply Chain Management; and the Mail/Pouch and Archive Unit and the Claims and Property Survey Board Unit are proposed to be redeployed to the Office of the Senior Administrative Officer. One P-3 post is proposed to be redeployed from Geospatial Information and Telecommunications Technology to the Immediate Office of the Deputy Director of Mission Support.

Mission Support Centre

99. It is proposed to redeploy the Mission Support Centre to the Office of the Deputy Director of Mission Support, comprising 26 posts redeployed from the Office of the Chief, Supply Chain Management (1 P-4, 1 P-3, 17 Field Service and 7 national General Service).

Finance and Budget Section

100. The former UNAMID Budget Section will be combined with posts redeployed from the former Finance Section under Operations and Services to establish a Budget and Finance Section Office in the Office of the Deputy Director of Mission Support. The Budget and Finance Section will be headed at the P-5 level and will comprise 30 posts (1 P-5, 1 P-4, 3 P-3, 10 Field Service, 1 National Professional Officer and 14 national General Service).

Geospatial Information and Telecommunications Technology (GITT)

101. It is proposed to restructure Geospatial Information and Telecommunications Technology (GITT) through the abolishment of the former Communications Section and the former Information Technology Section, and the establishment of three new Sections: the Information and Communications Technology Security Section (4 Field Service and 4 United Nations Volunteer positions), the Information and Communications Technology Operations Section (1 P-4, 34 Field Service, 80 national General Service and 31 United Nations Volunteer positions) and the Information and Communications Technology Plans, Projects and Administration Section (1 P-4, 8 Field Service, 1 national General Service and 6 United Nations Volunteer positions). The three new Sections will report to the Chief of Geospatial Information and Telecommunications Technology under the Deputy Director of Mission Support.

in addition to the Geographic Information System (GIS) Section. The Office of the Chief of Geospatial Information and Telecommunications Technology will comprise 2 posts in the 2015/16 period (1 P-5 and 1 Field Service).

Geographic Information Systems Section

102. As indicated in paragraphs 204 and 205 of the Secretary-General's overview report on the financing of the United Nations peacekeeping operations (A/68/731), the following functions and geospatial capabilities currently performed in field missions were proposed to be centralized within the United Nations Global Service Centre to leverage existing infrastructure and staffing resources: (a) satellite imagery management and generic processing; (b) spatial, terrain, environment and image analysis; (c) topographic and base mapping; (d) geospatial application development through a tighter integration with the Information and Communications Technology Division of the Department of Field Support; and (e) standardization of processes, products and data models. While additional staff would be required to support the newly consolidated functions at the United Nations Global Service Centre over a two-year period, it was proposed that staffing costs in this regard be offset by a reduction in existing geographic information system resources from field missions. In this context, it is proposed to abolish six posts in the UNAMID Geographic Information Systems Section in the 2015/16 period (1 P-3, 1 P-2, 2 Field Service and 2 United Nations Volunteer).

Office of the Senior Administrative Officer

International staff: increase of 16 posts

National staff: increase of 18 posts

103. It is proposed to establish a new Office of the Senior Administrative Officer. The Board of Inquiry, the Occupational Health and Safety and the Risk Management and Compliance Units are proposed to be redeployed to the Office of the Senior Administrative Officer from the Office of the Director of Mission Support. The Mail/Pouch and Archive Unit and the Claims and Property Survey Board Units are proposed to be redeployed from the Office of the Deputy Director of Mission Support. The related staffing changes are summarized in table 13 below.

Table 13
Staffing changes: Office of the Senior Administrative Officer

Office section unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Immediate Office of the Senior Administrative Officer	Redeployment	2	1 P-5 and 1 Field Service	From the Immediate Office of the Director of Mission Support
Board of Inquiry	Redeployment	5	1 P-3, 1 Field Service and 3 national General Service	From the Board of Inquiry under the Office of the Director of Mission Support
Mail/Pouch and Archive Unit	Redeployment	11	3 Field Service and 8 national General Service	From the Mail/Pouch and Archive Unit under the Office of the Deputy Director of Mission Support
Risk Management and Compliance Unit	Redeployment	2	1 P-4 and 1 P-3	From the Risk Management and Compliance Unit under the Office of the Director of Mission Support
Claims and Property Survey Board Unit	Redeployment	6	1 P-3, 1 P-2, 2 Field Service and 2 national General Service	From the Property Management Section under the Office of the Deputy Director of Mission Support
Occupational Health and Safety Unit	Redeployment	5	1 P-3, 2 National Professional Officer and 2 national General Service	From the Occupational Safety Unit under the Office of the Director of Mission Support
	Reassignment	3	1 P-3, 1 Field Service and 1 National Professional Officer	From the Water and Environment Protection Unit under the Office of the Director of Mission Support
Total		**34**		

Office of Service Delivery (former Office of Operations and Services)

International staff: net increase of 24 posts

National staff: net increase of 142 posts

United Nations Volunteers: net increase of 15 positions

104. The Human Resources, Staff Counselling and Welfare and Finance Sections are proposed to be redeployed from the former Office of Operation and Services to the Office of the Deputy Director of Mission Support. The proposed staffing changes for the Office of Service Delivery are summarized in table 14 below.

Table 14
Staffing changes: Service Delivery (formerly Operations and Services)

Office, section, unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
Mobility Section (new)	Redeployment	350	1 P-5, 2 P-4, 8 P-3, 5 P-2, 53 Field Service, 17 National Professional Officer, 256 national General Service posts and 8 United Nations Volunteer	From the Aviation Section and the Transport Section under Supply Chain Management
Medical and Public Health Safety Section	Abolishment	(5)	5 national General Service	
	Reassignment	(1)	1 national General Service	To the Acquisition Planning and Requisitioning Section under Supply Chain Management
Engineering Section	Abolishment	(21)	1 National Professional Officer and 20 national General Service	
	Redeployment	102	1 P-4, 2 P-3, 14 Field Service, 3 National Professional Officer, 69 national General Service posts and 13 United Nations Volunteer	From the Water and Environment Protection Section under the Office of the Director of Mission Support
	Redeployment	(10)	10 national General Service	To Life Support Section under Service Delivery
	Redeployment	1	1 P-4	From the Mail/Pouch and Archive Unit under the Office of the Deputy Director of Mission Support
	Reassignment	(2)	1 P-3 and 1 Field Service	To the Acquisition Planning and Requisitioning Section under Supply Chain Management
Life Support Services Section (former Supply Section)	Abolishment	(102)	102 national General Service	From the Supply Section under Operations and Services
	Reassignment	1	1 P-5	From the Centralized Warehousing, Receiving and Inspection and Property Disposal Section under Supply Chain Management
	Reassignment	(1)	1 P-4	To the Joint Operations Centre under executive direction and management
	Redeployment	10	10 national General Service	From the Engineering Section under Operations and Services
	Redeployment	6	6 national General Service	From the Office of the Chief, Geospatial Information and Telecommunications Technology (GITT), under the Office of the Deputy Director of Mission Support

Office section unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
	Redeployment	6	6 national General Service	From the Transport Section under Supply Chain Management
	Reassignment	(2)	1 Field Service and 1 national General Service	To the Acquisition Planning and Requisitioning Section under Supply Chain Management
Finance Section	Redeployment	(18)	1 P-3, 7 Field Service, 1 National Professional Officer and 9 national General Service	To the new Finance and Budget Section under the Officer of the Deputy Director of Mission Support
Procurement Section	Redeployment	(29)	1 P-5, 2 P-3, 8 Field Service and 18 national Field Service	To the Procurement Section under Supply Chain Management
	Reassignment	(4)	1 P-4, 2 Field Service and 1 national General Service	To the Acquisition Planning and Requisitioning Section under Supply Chain Management
Human Resources Section	Redeployment	(64)	1 P-5, 2 P-4, 3 P-3, 22 Field Service, 2 National Professional Officer and 34 national General Service	To the Human Resources Section under the Office of the Deputy Director of Mission Support
Staff Counselling and Welfare Section	Redeployment	(30)	1 P-5, 6 P-3, 3 Field Service, 10 National Professional Officer, 8 national General Service and 2 United Nations Volunteer	To the Staff Counselling and Welfare Section under the Office of the Deputy Director of Mission Support
United Nations Volunteers Programme Unit	Redeployment	(6)	2 national General Service and 4 United Nations Volunteer	To the United Nations Volunteers Programme Unit under the Office of the Deputy Director of Mission Support
Total		**181**		

Mobility Section

105. It is proposed to establish a new Mobility Section, headed at the P-5 level, through the combination of the former Aviation Section, comprising 74 posts and positions (1 P-4, 6 P-3, 5 P-2, 18 Field Service, 12 National Professional Officer, 24 national General Service and 8 United Nations Volunteer) and the former Transport Section, comprising 276 posts (1 P-5, 1 P-4, 2 P-3, 35 Field Service, 5 National Professional Officer and 232 national General Service).

Life Support Services Section

106. It is proposed to rename the Supply Section as the Life Support Services Section in the 2015/16 period. A total of 102 national General Service posts are proposed for abolishment in the Life Support Services Section effective 31 December 2015, and 1 international post at the P-4 level is proposed to be reassigned from the former Supply Section to the Joint Operations Centre under executive direction and management. A total of 10 national General Service posts from the Engineering Section under Operations and Services, 6 national General Service posts from the Office of the Chief, Geospatial Information and Telecommunications Technology (GITT), under the Office of the Deputy Director of Mission Support and 6 national

General Service posts from the Transport Section under Supply Chain Management are proposed to be redeployed to the Life Support Services Section. The Life Support Services Section encompasses the management of major supply items, and fuel and rations contract management functions in the Operation.

Office of Supply Chain Management

International staff: net decrease of 41 posts

National staff: net decrease of 278 posts

United Nations Volunteers: net increase of 2 positions

107. The proposed staffing changes for the Office of Supply Chain Management are summarized in table 15 below.

Table 15
Staffing changes: Supply Chain Management

Office section unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Office of the Chief, Supply Chain Management	Redeployment	(26)	1 P-4, 1 P-3, 17 Field Service and 7 national General Service	To the Mission Support Centre under the Office of the Deputy Director of Mission Support
Integrated Warehousing and Property Management/ Contingent- owned Equipment Section (formerly the Centralized Warehousing, Receiving and Inspection and Property Disposal Section)	Redeployment	64	1 P-5, 2 P-4, 4 P-3, 1 P-2, 22 Field Service, 1 National Professional Officer, 23 national General Service and 10 United Nations Volunteer	From the Property Management Section under the Office of the Deputy Director of Mission Support
	Reassignment	(1)	1 P-5	To the Life Support Services Section under Service Delivery
Movement Control Section	Abolishment	(17)	17 national General Service	
	Reassignment	1	1 P-5	From the Aviation Section under Supply Chain Management
	Reassignment	(1)	1 Field Service	To the Acquisition Planning and Requisitioning Section under Supply Chain Management
Procurement Section	Redeployment	29	1 P-5, 2 P-3, 8 Field Service and 18 national General Service	From the Procurement Section under Operations and Services
Acquisition Planning Requisitioning Section	Reassignment	2	1 Field Service and 1 national General Service	From the Communications Section under the Office of the Deputy Director of Mission Support
	Reassignment	1	1 national General Service	From the Medical and Public Health Safety Section under the Office of Operations and Services
	Reassignment	2	1 P-3 and 1 Field Service	From the Engineering Section under Operations and Services

Office, section, unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To/from*
	Reassignment	2	1 Field Service and 1 national General Service	From the former Supply Section under Operations and Services
	Reassignment	4	1 P-4, 2 Field Service, and 1 national General Service	From the Procurement Section under Operations and Services
	Reassignment	1	1 Field Service	From the Movement Control Section under Supply Chain Management
	Reassignment	1	1 Field Service	From the Aviation Section under Supply Chain Management
Aviation Section	Reassignment	(1)	1 P-5	To the Movement Control Section
	Redeployment	(74)	1 P-4, 6 P-3, 5 P-2, 18 Field Service, 12 National Professional Officer, 24 national General Service and 8 United Nations Volunteer	To the Mobility Section under Service Delivery
	Reassignment	(1)	1 Field Service	Acquisition Planning and Requisitioning Section
Transport Section	Abolishment	(21)	21 national General Service	
	Redeployment	(6)	6 Field Service	To the Life Support Services Section under Service Delivery
	Redeployment	(276)	1 P-5, 1 P-4, 2 P-3, 35 Field Service, 5 National Professional Officer and 232 national General Service	To the Mobility Section under Service Delivery
Total		**(317)**		

108. It is proposed to redeploy a total of 64 posts and positions (1 P-5, 2 P-4, 4 P-3, 1 P-2, 22 Field Service, 1 National Professional Officer, 23 national General Service and 10 United Nations Volunteer) from the former Property Management Section under the Office of the Deputy Director of Mission Support to the Integrated Warehousing and Property Management/Contingent-owned Equipment Section under Supply Chain Management. In addition, the Procurement Section, comprising 29 posts (1 P-5, 2 P-3, 8 Field Service and 18 national General Service), is proposed to be redeployed from the former Office of Operations and Services to Supply Chain Management.

109. The Mission Support Centre is proposed to be redeployed from the Office of the Chief, Supply Chain Management, to the Office of the Deputy Director of Mission Support, comprising 26 posts (1 P-4, 1 P-3, 17 Field Service and 7 national General Service). A total of 276 posts from the former Transport Section (1 P-5, 1 P-4, 2 P-3, 35 Field Service, 5 National Professional Officer and 232 national General Service) and a total of 74 posts and positions from the former Aviation Section (1 P-4, 6 P-3, 5 P-2, 18 Field Service, 12 National Professional Officer, 24 national General Service and 8 United Nations Volunteer) are proposed to be redeployed from Supply Chain Management to the Mobility Section under Service Delivery. In this connection, a

total of 21 national General Service posts under the former Transport Section are proposed for abolishment.

Movement Control Section

110. It is proposed to reassign the P-5 level post of Chief of the former Aviation Section to serve as Chief of the Movement Control Section. In the context of the implementation of the streamlining exercise, a total of 17 national General Service posts in the Movement Control Section are proposed to be abolished effective 31 December 2015.

Acquisition Planning and Requisitioning Section

111. It is proposed to establish an Acquisition Planning and Requisitioning Section from reassigned posts under the support component, comprising 13 posts (1 P-4, 1 P-3, 7 Field Service and 4 national General Service), from the Communications Section (1 Field Service and 1 national General Service), under the Office of the Deputy Director of Mission Support; from the Medical and Public Health Safety Section (1 national General Service), the Engineering Section (1 P-3 and 1 Field Service), the former Supply Section (1 Field Service and 1 national General Service) and the former Procurement Section (1 P-4, 2 Field Service and 1 national General Service), under Operations and Services; and from the Movement Control Section (1 Field Service) and the Aviation Section (1 Field Service), under Supply Chain Management.

112. The Acquisition Planning and Requisitioning Section will be responsible for monitoring and tracking all aspects of the Operation's supply chain, ensuring that a continuous supply of goods and services are available to meet operational requirements. The Section would work closely with the Integrated Warehousing and Property Management/Contingent-owned Equipment and Contract Management Sections, tracking all activities to ensure that the supply chain is operating effectively and efficiently. In addition, the Section would coordinate mission support with all major stakeholders, such as the self-accounting units in service delivery, to ensure that budgeting, requisitioning, stock levels, pre-positioning and the distribution of goods and services and related activities are undertaken in a timely manner so that implementation requirements are met. The Section will provide integrated, timely and accurate reports for all stakeholders, such as senior management, self-accounting units and external clients, on the state of the UNAMID supply chain. These reports would allow for timely decision-making so as to minimize supply chain gaps and ensure effective reordering and rationalization of stock held and their levels. Furthermore, a range of functional specialists would provide mid- and long-term planning assistance.

Security and Safety Section

National staff: net decrease of 272 posts

113. The proposed staffing changes for the Security and Safety Section are summarized in table 16 below.

Table 16
Staffing changes: Security and Safety Section

Office section unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*	*To from*
Security and Safety Section	Abolishment	(272)	272 national General Service	
Total		**(272)**		

114. It is proposed to abolish a total of 272 national General Service posts in the UNAMID Security and Safety Section, in the context of the implementation of the streamlining exercise.

B. Regional Service Centre at Entebbe, Uganda

115. The results-based-budgeting framework for the Regional Service Centre at Entebbe, Uganda, reflects indicators of achievement and outputs for the functions that have been transferred to the Centre: allowances and payments services, benefits and entitlements services, financial reporting services, regional information and communications technology services and the operation of the Transportation and Movements Integrated Control Centre.

Expected accomplishments	*Indicators of achievement*
5.1 Effective and efficient finance services delivery to clients	5.1.1 Maintenance of the time required to pay valid vendor invoices within 27 days (2013/14: 98 per cent; 2014/15: 98 per cent; 2015/16: 98 per cent)
	5.1.2 Maintenance of prompt payment discounts obtained from vendors (2013/14: 92 per cent; 2014/15: 100 per cent; 2015/16: 100 per cent)
	5.1.3 Maintenance of the time required to process personnel claims (including posting in the financial system) within 21 working days (2013/14: 30 per cent; 2014/15: 98 per cent; 2015/16: 75 per cent)
	5.1.4 Maintenance of the time required to process payroll-related payments before the monthly due date (2013/14: not applicable; 2014/15: not applicable; 2015/16: 100 per cent)
	5.1.5 Maintenance of the time required to process non-payroll-related payments within three working days after the run of automatic payments (2013/14: not applicable; 2014/15: not applicable; 2015/16: 85 per cent)

	5.1.6 Maintenance of customer satisfaction level for finance services (claims, vendor and payroll services) (2013/14: 42 per cent; 2014/15: 80 per cent; 2015/16: 80 per cent)

Outputs

- Processing of 21,659 vendor payments, including 2,492 for UNAMID
- Payment of 58,285 personnel claims, including 14,070 for UNAMID

Expected accomplishments	*Indicators of achievement*
5.2 Effective and efficient education grant processing support to clients	5.2.1 Proportion of education grant requests (claims and advances) processed in four weeks (2013/14: not applicable; 2014/15: not applicable; 2015/16: 96 per cent)
	5.2.2 Proportion of non-compliant education grant requests (claims and advances) returned within 14 days (2013/14: not applicable; 2014/15: not applicable; 2015/16: 90 per cent)

Outputs

- Processing of 6,126 education grant requests (claims and advances), including 1,818 from UNAMID

Expected accomplishments	*Indicators of achievement*
5.3 Effective and efficient travel support to clients	5.3.1 Maintenance of the time to process entitlement travel requests within 14 days (2013/14: 64 per cent; 2014/15: 98 per cent; 2015/16: 98 per cent)
	5.3.2 Maintenance of the time to issue tickets for official travel within seven days (2013/14: 90 per cent; 2014/15: 98 per cent; 2015/16: 98 per cent)
	5.3.3 Compliance with the requirement to purchase tickets 16 calendar days or more in advance of official travel (2013/14: 36 per cent; 2014/15: 75 per cent; 2015/16: 75 per cent)
	5.3.4 Maintenance of customers' satisfaction level with official and entitlement travel services (2013/14: 60 per cent; 2014/15: 90 per cent; 2015/16: 90 per cent)

Outputs

- 16,386 airline tickets issued including civilian staff and uniformed personnel, including 4,569 for UNAMID

Expected accomplishments	*Indicators of achievement*
5.4 Effective and efficient check-in/check-out support to clients	5.4.1 Maintenance of the time required to complete international personnel check-ins within two days (2013/14: 86 per cent; 2014/15: 98 per cent; 2015/16: 98 per cent)

	5.4.2 Maintenance of the time required to complete United Nations Volunteer check-ins within two days (2013/14: 95 per cent; 2014/15: 98 per cent; 2015/16: 98 per cent)
	5.4.3 Maintenance of the time required to complete uniformed personnel check-ins within two days (2013/14: 90 per cent; 2014/15: 98 per cent; 2015/16: 98 per cent)
	5.4.4 Maintenance of the time required to complete international personnel check-outs within one day (2013/14: 20 per cent; 2014/15: 98 per cent; 2015/16: 98 per cent)
	5.4.5 Maintenance of the time required to complete United Nations Volunteer check-outs within one day (2013/14: 5 per cent; 2014/15: 98 per cent; 2015/16: 98 per cent)
	5.4.6 Maintenance of the time required to complete uniformed personnel check-outs within three days (2013/14: 13 per cent; 2014/15: 98 per cent; 2015/16: 98 per cent)
	5.4.7 Maintenance of customers' satisfaction level with check-in and check-out services (2013/14: 45 per cent; 2014/15: 90 per cent; 2015/16: 75 per cent)

Outputs

- Check-in and check-out of 1,337 civilian personnel inclusive of international staff and United Nations Volunteers, including 342 from UNAMID
- Check-in and check-out of 2,004 uniformed personnel, including 1,014 from UNAMID

Expected accomplishments	*Indicators of achievement*
5.5 Effective and efficient financial reporting support to clients	5.5.1 Provision of monthly financial reports (trial balance and other accompanying statements) within 15 working days after the close of the month (2013/14: not applicable; 2014/15: not applicable; 2015/16: 90 per cent)
	5.5.2 Provision of monthly bank reconciliation statements within 10 working days after the close of the month (2013/14: not applicable; 2014/15: not applicable; 2015/16: 90 per cent)

	5.5.3 Monthly incoming inter-office voucher instructions processed and booked to the general ledger and outgoing inter-office voucher reports produced within 10 working days after the close of the month (2013/14: not applicable; 2014/15: not applicable; 2015/16: 90 per cent)

Outputs

- Monthly financial reports (up to the trial balance stage) for 14 client missions, including UNAMID, prepared in compliance with IPSAS standards
- 240 monthly bank reconciliation reports prepared for 20 client mission house banks, including for UNAMID
- 264 monthly incoming inter-office voucher instructions and outgoing inter-office voucher reports produced for 11 client missions, including for UNAMID

Expected accomplishments	*Indicators of achievement*
5.6 Effective and efficient information technology support to the Regional Service Centre at Entebbe and client missions	5.6.1 Maintenance of the time required to send telephone bills to end-users within seven days of receipt of client-mission verified invoice (2013/14: not applicable; 2014/15: 97 per cent; 2015/16: 97 per cent)
	5.6.2 Maintenance of network performance (2013/14: not applicable; 2014/15: 99 per cent network uptime per month; 2015/16: 99 per cent network uptime per month)
	5.6.3 Maintenance of the response time to Entebbe-based communications and information technology incidents and requests for service (2013/14: not applicable; 2014/15: 100 per cent within three hours; 2015/16: 100 per cent within three hours)
	5.6.4 Maintenance of the resolution time for Entebbe-based communications and information technology incidents within specified time per priority level (critical within 3 hours, high within 6 hours, medium within 12 hours and low within 48 hours) (2013/14: not applicable; 2014/15: 90 per cent; 2015/16: 98 per cent)
	5.6.5 Maintenance of the time to fulfil, close or resolve Entebbe-based communications and information technology service requests within specified time per priority level (critical within 2 hours, high within 4 hours, medium within 24 hours and low within 48 hours) (2013/14: not applicable; 2014/15: 90 per cent; 2015/16: 97 per cent)

	5.6.6 Maintenance of customers' satisfaction level with regional communications and information technology services (2012/13: not applicable; 2013/14: not applicable; 2014/15: 90 per cent; 2015/16: 90 per cent)

Outputs

- Monitoring of compliance with Information and Communications Technology Division standards
- Evaluation and implementation of three regional projects in alignment with the Information and Communications Technology Division strategy of centralization, mobility and near-zero footprint in client missions
- Establishment of a regional innovation laboratory for testing and implementing new information and communications technologies (ICT) services
- Coordination of regional greening initiatives resulting in a significant increase in the use of alternative energy sources
- Establishment of centralized ICT technical training programmes for the region, including signals systems training for military contingents, civilian induction training and training on equipment issuance and IETRA
- Effective management of 27,147 telephone accounts, including 7,924 telephone accounts for UNAMID
- Establishment and testing of operational resilience capacity in Entebbe

Expected accomplishments	*Indicators of achievement*
5.7 Effective and efficient regional transportation support to client missions	5.7.1 Increased number of troops and police moved (with coordination by the Transportation and Movements Integrated Control Centre) as compared with total troop and police strength in the region (2013/14: not applicable; 2014/15: not applicable; 2015/16: 90 per cent)
	5.7.2 Increased utilization of passenger and cargo baggage capacity for troop and police movement flights (2013/14: 67 per cent; 2014/15: 70 per cent; 2015/16: 76 per cent)
	5.7.3 Increased utilization of passenger and cargo baggage capacity for integrated regional flight schedule flights (2013/14: 40 per cent; 2014/15: 70 per cent; 2015/16: 70 per cent)
	5.7.4 Increased number of client missions satisfied with transportation services (2013/14: 69 per cent; 2014/15: 80 per cent; 2015/16: 83 per cent)

	5.7.5 Increased number of troop- and police-contributing countries satisfied with the Integrated Control Centre rotation service provided (2013/14: not applicable; 2014/15: 80 per cent; 2015/16: 80 per cent)

Outputs

- Coordination of 638 troop and police movement flights using United Nations long-term charter aircraft, including 12 for UNAMID
- 22,348 troops and police moved, including 420 troops and police personnel for UNAMID
- 99 surge (ad hoc) flights conducted as VIP flights, security evacuations and among African missions outside the region, including 10 for UNAMID
- Establishment of a regional out-of-mission aircraft handling service contract
- Coordination of three regional movement technical training events

External factors

- Power and system failures (affecting Entebbe Support Base infrastructure and commercial leased circuits) as well as availability during working hours of systems such as IMIS required for processing transactions
- Aircraft contract cancellations or priority to another task by contract-owner mission; ability to identify, access and obtain priority for the use of regional air assets managed by client missions

Table 17
Human resources: Regional Service Centre at Entebbe, Uganda

	International staff								
	USG–ASG	*D-2–D-1*	*P-5–P-4*	*P-3–P-2*	*Field Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Regional Service Centre Team									
Deployed posts 2014/15		1	–	–	–	**1**	–	–	**1**
Proposed posts 2015/16		–	–	–	–	**–**	–	–	**–**
Net change	**–**	**(1)**	**–**	**–**	**–**	**(1)**	**–**	**–**	**(1)**
Education grant									
Deployed posts 2014/15			–	–	2	**2**	1	–	**3**
Proposed posts 2015/16			–	–	2	**2**	1	–	**3**
Net change	**–**		**–**	**–**	**–**		**–**	**–**	
Regional Training and Conference Centre									
Deployed posts 2014/15	–	–	–	–	1	**1**	2		**3**
Proposed posts 2015/16	–	–	–	–	1	**1**	2		**3**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**

	International staff						National staff[a]	United Nations Volunteers	Total
	USG–ASG	D-2–D-1	P-5–P-4	P-3–P-2	Field Service	Subtotal			
Transportation and Movements Integrated Control Centre									
Deployed posts 2014/15			3		1	**4**			**4**
Proposed posts 2015/16			3		1	**4**			**4**
Net change	–	–	–	–	–	–	–	–	–
Finance									
Deployed posts 2014/15			3	3	12	**18**	23		**41**
Proposed posts 2015/16			1	4	2	**7**	32		**39**
Net change	–	–	**(2)**	**1**	**(10)**	**(11)**	**9**	–	**(2)**
Human Resources									
Deployed posts 2014/15			2	4	21	**27**	22		**49**
Proposed posts 2015/16			2	5	6	**13**	31		**44**
Net change	–	–	–	**1**	**(15)**	**(14)**	**9**	–	**(5)**
Information Technology Section									
Deployed posts 2014/15		1	1		3	**5**	5		**10**
Proposed posts 2015/16		1	1		3	**5**	5		**10**
Net change	–	–	–	–	–	–	–	–	–
Logistics									
Deployed posts 2014/15			1			**1**			**1**
Proposed posts 2015/16			1			**1**			**1**
Net change	–	–	–	–	–	–	–	–	–
Total									
Deployed posts 2014/15		2	10	7	40	**59**	53		**112**
Proposed posts 2015/16		1	8	9	15	**33**	71		**104**
Net change	–	**(1)**	**(2)**	**2**	**(25)**	**(26)**	**18**	–	**(8)**

[a] Includes National Professional Officers and national General Service staff.

Regional Service Centre

International staff: net decrease of 26 posts (abolishment of 1 D-1, 2 P-4 and 25 Field Service and establishment of 1 P-3 and 1 P-2)

National staff: increase of 18 posts (establishment of 6 National Professional Officer and 12 national General Service)

116. As indicated in the addendum to the report of the Secretary-General on the progress in the implementation of the global field support strategy (A/66/591/Add.1), a number of missions contributed posts to the Regional Service

Centre at Entebbe. The approach to the contribution of posts by the then-client missions of UNMISS, the United Nations Stabilization Mission in the Democratic Republic of the Congo (MONUSCO) and UNAMID was more pragmatic, in ensuring that the Regional Service Centre had a sufficient complement of staff to carry out its function in its early stages.

117. The maturity of the Regional Service Centre raises the issue of the need to ensure that a balanced and equitable distribution approach is put in place among client missions for both human and financial resources. Accordingly, it is proposed that Regional Service Centre staffing be redistributed across all major client missions, namely, UNMISS, MONUSCO, UNAMID, UNISFA, the United Nations Support Office for the African Union Mission in Somalia (UNSOA) and the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA), and that the smaller offices, which do not have sufficient staffing capacity to be able to contribute to the cause, be excluded. The significant presence of civilian personnel, especially support personnel, in the larger missions provides the main basis for the redistribution exercise.

118. As reflected in the table below, the redistribution of posts has resulted in differences in client mission contributions to the Regional Service Centre as regards composition in terms of, and the number of posts at, different staffing levels. While some missions will see a reduction in contributions, others will see an increase, in terms of both staffing-level numbers and composition. Where missions are to contribute a higher-level post than previously, the particular post will be established in the client mission's staffing table contributing in 2015/16, while it will be abolished from the previous contributor's client mission staffing table.

Table 18
Staffing contributions to the Regional Service Centre at Entebbe, Uganda, by client mission, 2015/16

	D-1	*P-5*	*P-4*	*P-3*	*P-2/1*	*Total*	*FS*	*Subtotal*	*NPO*	*GS*	*Subtotal*	*UNV*	*Total*
MONUSCO	1	2	6	10	2	**21**	16	**37**	8	76	**84**	4	**125**
UNAMID	1	2	6	8	1	**18**	15	**33**	7	64	**71**	–	**104**
UNMISS	–	1	3	6	1	**11**	13	**24**	6	59	**65**	2	**91**
MINUSCA	–	–	1	1	1	**3**	2	**5**	4	35	**39**	–	**44**
UNSOA	–	–	–	1	–	**1**	1	**2**	3	8	**11**	–	**13**
UNISFA	–	–	–	–	–	–	–	–	2	7	**9**	–	**9**
Total	**2**	**5**	**16**	**26**	**5**	**54**	**47**	**101**	**30**	**249**	**279**	**6**	**386**

Abbreviations: FS, Field Service; MINUSCA, United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic; NPO, National Professional Officer; MONUSCO, United Nations Organization Stabilization Mission in the Democratic Republic of the Congo; UNAMID, African Union-United Nations Hybrid Operation in Darfur; UNISFA, United Nations Interim Security Force for Abyei; and UNSOA, United Nations Support Office for the African Union Mission for Somalia.

119. The proposed staffing changes for UNAMID posts at the Regional Service Centre at Entebbe, are summarized in table 19 below.

Table 19

Human resources: Regional Service Centre at Entebbe, Uganda

Office, section and unit	*Type of proposed staffing change*	*Number of posts and positions*	*Post and position details*
Regional Service Centre	Abolishment	(1)	1 D-1
Finance	Abolishment	(12)	2 P-4, 10 Field Service
	Establishment	10	1 P-3, 2 National Professional Officer, 7 national General Service
Human Resources	Abolishment	(15)	15 Field Service
	Establishment	10	1 P-2, 4 National Professional Officer, 5 national General Service
	Total	**(8)**	

II. Financial resources

A. Overall

(Thousands of United States dollars. Budget year is 1 July 2015 to 30 June 2016.)

Category	Expenditure[a] (2013/14)	Apportionment[a] (2014/15)	Cost estimates (2015/16)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
Military and police personnel					
Military observers	12 970.4	9 378.9	6 850.1	(2 528.8)	(27.0)
Military contingents	430 485.1	429 071.0	435 762.8	6 691.8	1.6
United Nations police	110 324.8	58 227.9	60 932.2	2 704.3	4.6
Formed police units	68 455.3	62 733.4	59 980.9	(2 752.5)	(4.4)
Subtotal	**622 235.6**	**559 411.2**	**563 526.0**	**4 114.8**	**0.7**
Civilian personnel					
International staff	217 233.7	195 389.7	194 111.5	(1 278.2)	(0.7)
National staff	65 077.9	60 499.4	71 705.2	11 205.8	18.5
United Nations Volunteers	21 130.0	13 059.8	10 058.4	(3 001.4)	(23.0)
General temporary assistance	3 153.3	3 024.2	4 466.3	1 442.1	47.7
Government-provided personnel	513.4	331.9	326.3	(5.6)	(1.7)
Subtotal	**307 108.4**	**272 305.0**	**280 667.7**	**8 362.7**	**3.1**
Operational costs					
Civilian electoral observers	–	–	–	–	–
Consultants	1 472.0	347.0	173.3	(173.7)	(50.1)
Official travel	6 491.7	5 119.5	5 120.0	0.5	0.0
Facilities and infrastructure	78 367.3	91 733.2	96 179.2	4 446.0	4.8
Ground transportation	17 384.0	16 600.4	12 456.5	(4 143.9)	(25.0)
Air transportation	157 012.1	125 857.1	102 917.0	(22 940.1)	(18.2)
Naval transportation	164.3	–	–	–	–
Communications	15 473.0	25 613.3	25 850.3	237.0	0.9
Information technology	18 105.1	18 360.8	16 946.2	(1 414.6)	(7.7)
Medical	1 347.5	1 063.7	1 492.0	428.3	40.3
Special equipment	–	–	–	–	–
Other supplies, services and equipment	37 406.0	35 200.1	28 189.9	(7 010.2)	(19.9)
Quick-impact projects	1 924.1	2 000.0	2 000.0	–	–
Subtotal	**335 147.0**	**321 895.1**	**291 324.4**	**(30 570.7)**	**(9.5)**
Gross requirements	**1 264 491.0**	**1 153 611.3**	**1 135 518.1**	**(18 093.2)**	**(1.6)**
Staff assessment income	24 625.3	22 864.3	24 359.2	1 494.9	6.5
Net requirements	**1 239 865.7**	**1 130 747.0**	**1 111 158.9**	**(19 588.1)**	**(1.7)**
Voluntary contributions in kind (budgeted)	–	–	–	–	–
Total requirements	**1 264 491.0**	**1 153 611.3**	**1 135 518.1**	**(18 093.2)**	**(1.6)**

[a] Reflects the realignment of resources for government-provided personnel from the operational costs group to the civilian personnel group of expenditure, and the realignment of resources for the self-sustainment of uniformed personnel from the operational costs group to the military and police personnel group of expenditure.

B. Non-budgeted contributions

120. The estimated value of non-budgeted contributions for the period from 1 July 2015 to 30 June 2016 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-forces agreement[a]	2 501.8
Voluntary contributions in kind (non-budgeted)	–
Total	**2 501.8**

[a] Includes value of land contributed by the Government of the Sudan ($579,774) and services in accordance with the status-of-forces agreement, including: landing rights at airports ($912,047) and airport fees and embarkation/disembarkation fees ($1,010,013).

C. Efficiency gains

121. The cost estimates for the period from 1 July 2015 to 30 June 2016 take into account the following efficiency initiatives:

(Thousands of United States dollars)

Category	*Amount*	*Initiative*
Air transportation	4 060.4	Optimization of the fleet configuration through reduction of the UNAMID fleet by two rotary-wing aircraft
Total	**4 060.4**	

D. Vacancy factors

122. The cost estimates for the period from 1 July 2015 to 30 June 2016 take into account the following vacancy factors:

(Percentage)

Category	*Actual 2013/14*	*Budgeted 2014/15*	*Projected 2015/16*
Military and police personnel			
Military observers	3.5	5	0
Military contingents	9.3	18	13
United Nations police	15.3	19	15
Formed police units	2.4	2.5	1
Civilian personnel			
International staff	13	17.8	5
National staff			
National Officers	29.8	20	20
National General Service staff	0	0	1

Category	Actual 2013/14	Budgeted 2014/15	Projected 2015/16
United Nations Volunteers	23.5	10	1
Temporary positions[a]			
International staff	54.5	45	30
National staff	0	15	5
Government-provided personnel	0	10	5

[a] Funded under general temporary assistance.

123. The proposed vacancy factors are based on the Operation's experience to date and take into account its challenges in relation to the generation and deployment to Darfur of military and police personnel and the recruitment of suitable civilian staff. Due consideration has been given to past levels of incumbency, current vacancy rates, and the difficulties in recruiting staff, as well as the impact of the proposed abolishment of 488 posts and positions in the 2015/16 period.

E. Contingent-owned equipment: major equipment and self-sustainment

124. Requirements for the period from 1 July 2015 to 30 June 2016 are based on standard reimbursement rates for major equipment wet lease and self-sustainment in the total amount of $154,159,600, as follows:

(Thousands of United States dollars)

	Estimated amount		
Category	Military contingents	Formed police units	Total
Major equipment	76 821.4	12 349.5	**89 170.9**
Self-sustainment	57 697.9	7 290.8	**64 988.7**
Total	**134 519.3**	**19 640.3**	**154 159.6**

Mission factors	Percentage	Effective date	Last review date
A. Applicable to Mission area			
Extreme environmental condition factor	2.6	1 January 2008	–
Intensified operational condition factor	3.8	1 January 2008	–
Hostile action/forced abandonment factor	3.3	1 January 2008	–
B. Applicable to home country			
Incremental transportation factor	0-3.0		

F. Training

125. The estimated resource requirements for training for the period from 1 July 2015 to 30 June 2016 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	43.3
Official travel	
Official travel, training	2 060.0
Other supplies, services and equipment	
Training fees, supplies and services	1 968.3
Total	**4 071.6**

126. The number of participants planned for the period from 1 July 2015 to 30 June 2016, compared with previous periods, is as follows:

(Number of participants)

	International staff			*National staff*			*Military and police personnel*		
	Actual 2013/14	*Planned 2014/15*	*Proposed 2015/16*	*Actual 2013/14*	*Planned 2014/15*	*Proposed 2015/16*	*Actual 2013/14*	*Planned 2014/15*	*Proposed 2015/16*
Internal	53	897	970	30	4 828	2 151	1	89	124
External[a]	165	189	203	59	115	118	14	18	4
Total	**218**	**1 086**	**1 173**	**89**	**4 943**	**2 269**	**15**	**107**	**128**

[a] Includes United Nations Logistics Base at Brindisi, Italy, and outside the mission area.

127. The planned training programme for the 2015/16 period will continue to be focused on upgrading of leadership, management and organizational development skills, and strengthening the substantive and technical capacity of the Operation's personnel. This will involve 3,570 participants, comprising 1,173 international, 2,269 national and 128 military and police personnel. The areas of training will include aviation safety and operations, information and communications technology, administration, the rule of law, the peace process, the protection of civilians, human rights, humanitarian issues, community stabilization, security, medical services, procurement, property management, transport, engineering, and financial management and budget preparation. The training of various categories of staff will result in enhancement of services and improvement of technical and professional skills, and will ensure better support for the various components of the Operation.

G. Mine detection and mine-clearing services

128. The estimated resource requirements for mine detection and mine-clearing services for the period 1 July 2015 to 30 June 2016 are as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Other supplies, services and equipment	
Mine detection and mine-clearing services	8 600.0
Total	**8 600.0**

129. The provision for mine detection and mine-clearing services encompasses funding for temporary international and national positions at an estimated cost of $3,600,000; contracts for route assessment and explosive-ordnance disposal at an estimated cost of $3,185,000; risk education, data-gathering and coordination, and capacity-building with the National Mine Action Centre, at an estimated cost of $600,000; travel and training at an estimated cost of $180,000; and other operating costs, including the acquisition of equipment, fuel, insurance, maintenance of vehicles and communications equipment, administrative costs and supplies, estimated at $386,910. The provision also includes the management and service support fee of an implementing partner of $648,090.

130. The Operation's role in mine detection and mine-clearing activities is reflected in the following outputs, included under expected accomplishment 2.1 of the results-based-budgeting frameworks:

- Provision of emergency response and clearance of 30 targets of explosive ordnance disposal in recorded suspected dangerous areas (SHAs) in Darfur
- Provision of risk education on explosive remnants of war and small arms and light weapons to 1,000,000 persons in all five States in Darfur
- Delivery of four capacity development workshops to National Mine Action Centre staff
- Training of 20 persons from the relevant national authorities on the International Ammunition Technical Guidelines and International Small Arms Control Standards

H. Quick-impact projects

131. The estimated resource requirements for quick-impact projects for the period from 1 July 2015 to 30 June 2016, compared with previous periods, are as follows:

(Thousands of United States dollars)

Period	*Amount*	*Number of projects*
1 July 2013 to 30 June 2014 (actual)	1 924.1	57
1 July 2014 to 30 June 2015 (approved)	2 000.0	80
1 July 2015 to 30 June 2016 (proposed)	2 000.0	80

132. Quick-impact projects will continue to serve as a means of assisting in sustaining and consolidating the relationship between UNAMID and the local population in the 2015/16 period. They will facilitate the creation of the enabling environment needed to build the confidence of internally displaced persons and the population at large. The projects will also strengthen the partnership with civil society and non-governmental organizations and bring about tangible benefits for a population that expects to see immediate gains.

133. The quick-impact projects planned for 2015/16 comprise 25 projects for the empowerment of the underrepresented population: women's development centres, youth centres and community centres; 14 projects on health (construction of voluntary counselling and testing centres and furnishing of medical facilities); 23 projects on education (furnishing, upgrading and/or equipping existing schools); 3 projects on early recovery and livelihoods (installation of water pumps); 10 projects on water and sanitation (installation of water yards and provision of water points) and 5 projects on environmental protection (installation of solar panels in various institutions).

I. Regional Service Centre at Entebbe, Uganda: financial resources

(Thousands of United States dollars. Budget year runs from 1 July to 30 June.)

Category	Expenditures (2013/14) (1)	Apportionment (2014/15) (2)	Cost estimates (2015/16) (3)	Variance Amount (4) = (3)-(2)	Variance Percentage (5) = (4)÷(2)
Civilian personnel					
International staff	7 038.9	7 974.8	5 026.3	(2 948.5)	(37.0)
National staff	618.7	975.0	1 532.6	557.6	57.2
Subtotal	**7 657.6**	**8 949.8**	**6 558.9**	**(2 390.9)**	**(26.7)**
Operational costs					
Consultants	111.1	93.9	86.1	(7.8)	(8.3)
Official travel	99.0	49.6	49.8	0.2	0.5
Facilities and infrastructure	81.7	3 134.9	1 214.5	(1 920.4)	(61.3)
Ground transportation	33.3	61.8	47.7	(14.1)	(22.8)
Communications	219.4	417.9	1 093.0	675.1	161.5
Information technology	175.7	653.9	796.2	142.3	21.8
Medical	15.1	18.9	28.7	9.8	51.8
Other supplies, services and equipment	24.1	63.7	59.7	(4.0)	(6.3)
Subtotal	**759.5**	**4 494.6**	**3 375.7**	**(1 118.9)**	**(24.9)**
Gross requirements	**8 417.1**	**13 444.4**	**9 934.6**	**(3 509.8)**	**(26.1)**
Staff assessment income	771.4	909.3	745.0	(164.3)	(18.1)
Net requirements	**7 645.7**	**12 535.1**	**9 189.6**	**(3 345.5)**	**(26.7)**
Voluntary contributions in kind (budgeted)	–	–	–	–	–
Total requirements	**8 417.1**	**13 444.4**	**9 934.6**	**(3 509.8)**	**(26.1)**

III. Analysis of variances[1]

134. The standard terminology applied with respect to the analysis of resources variances in the present section is defined in annex I.B of the present report. The terminology used remains the same as that used in previous reports.

	Variance	
Military observers	($2 528.8)	(27.0%)

- **Mandate: change in scale/scope of mandate**

135. The reduced resource requirement is attributed to the lower average monthly deployment of 147 military observers in the 2015/16 period, compared with an average monthly deployment of 199 observers in the 2014/15 period.

	Variance	
Military contingents	$6 691.8	1.6%

- **Mandate: change in scale/scope of mandate**

136. The variance is attributable mainly to the higher average monthly deployment of 13,657 military contingent personnel in 2015/16, compared with an average monthly deployment of 12,456 in 2014/15; higher rates of reimbursement to troop-contributing countries, pursuant to General Assembly resolution 68/281; and to increased requirements for reimbursement to troop-contributing countries for contingent-owned equipment. The increased requirements are offset in part by lower requirements for reimbursement to troop-contributing countries for self-sustainment and for freight and deployment of contingent-owned equipment.

	Variance	
United Nations police	$2 704.3	4.6%

- **Mandate: change in scale/scope of mandate**

137. The variance is attributable mainly to the higher average monthly deployment of 1,346 police officers in 2015/16, compared with an average monthly deployment of 1,236 in 2014/15.

	Variance	
Formed police units	($2 752.5)	(4.4%)

- **Mandate: management: reduced inputs and same outputs**

138. The variance is attributable mainly to reduced requirements for freight and deployment of contingent-owned equipment pertaining to formed units. The budget provides funding for an average monthly deployment of 1,802 formed unit personnel in 2015/16, compared with an average monthly deployment of 1,799 in 2014/15.

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

	Variance	
International staff	($1 278.2)	(0.7%)

- **Management: delayed recruitment civilian staff**

139. The variance is attributable mainly to the proposed abolishment of 6 international posts in the Operation and 28 international posts in the Regional Service Centre at Entebbe, and to reduced requirements for salaries and staff assessment, owing to the lower projected deployment of international staff in the Operation in the 2015/16 period, compared with the 2014/15 period. The resource requirement provides funding for an average of 914 international staff, inclusive of the budgeted vacancy factors, compared with 967 in the 2014/15 period. The reduced requirements are offset in part by additional requirements for danger pay and common staff costs and for the establishment of two new posts in the Regional Service Centre(1 P-3, 1 P-2) and one new post at the P-4 level under the Police Division for Sector East.

	Variance	
National staff	$11 205.8	18.5%

- **Cost parameters: change salaries**

140. The variance is attributable mainly to the increase in the requirement for salaries and allowances following the implementation of the revised national salary scale effective September 2014, which reflects an increase in salaries of 4.9 per cent in the National Professional Officer category and of 19.4 per cent in the General Service category, effective September 2014, and to the establishment of 18 new posts in the Regional Service Centre at Entebbe (6 National Professional Officer and 12 national General Service) financed by UNAMID. The increased requirement is partly offset by the abolishment of 475 posts effective 31 December 2015, in the context of the implementation of the streamlining exercise undertaken in UNAMID from April to October 2014.

	Variance	
United Nations Volunteers	($3 001.4)	(23.0%)

- **Management: delayed recruitment civilian staff**

141. The reduced requirement is attributable mainly to the lower deployment of 167 United Nations Volunteers in the 2015/16 period, compared with a maximum strength of 520 in the 2014/15 period.

	Variance	
General temporary assistance	$1 442.1	47.7%

- **Management: accelerated recruitment civilian staff**

142. The variance is attributable mainly to the higher deployment of staff against general temporary assistance positions in the 2015/16 period, offset, in part, by the abolishment of four general temporary assistance positions in the Joint Mediation Support Team.

	Variance	
Consultants	($173.7)	(50.1%)

- **Management: reduced outputs and inputs**

143. The variance under this heading is attributed to the reduced requirement for training consultants, owing to the overall reduction in civilian staffing in 2015/16.

	Variance	
Facilities and infrastructure	$4 446.0	4.8%

- **Management: additional outputs and inputs**

144. The variance is attributable mainly to increased requirements for engineering supplies, water treatment equipment, maintenance services and petrol, oil and lubricants, as well as the planned acquisition of 20 additional large-capacity generators to provide uninterrupted power to the five camps and to meet the requirements for critical and sensitive communications and information technology equipment. The increased requirement is offset by lower requirements for safety and security equipment and for security services.

	Variance	
Ground transportation	($4 143.9)	(25.0%)

- **Management: deduced outputs and inputs**

145. The variance is attributable mainly to the overall reduction in projected vehicle holdings from 2,011 vehicles, trailers and attachments on 30 June 2015 to a total of 1,961 by 30 June 2016, owing to the reduction in civilian mission personnel and to measures designed to provide transportation to national staff through the use of vans and minibuses, which has resulted in lower requirements for maintenance, spares and petrol, oil and lubricants. Further reduction in the resource requirement is attributed to lower requirements for the acquisition of ground transportation equipment, which will be limited in the 2015/16 period to the replacement of vehicle workshop equipment.

	Variance	
Air transportation	($22 940.1)	(18.2%)

- **Management: reduced inputs and same outputs**

146. The reduced resource requirement is attributed mainly to lower hiring costs for fixed-wing and rotary-wing aircraft and to the reduction of two rotary-wing aircraft in the 2015/16 period, and to lower requirements for petrol, oil and lubricants.

	Variance	
Communications	$237.0	0.9%

- **Management: additional outputs and inputs**

147. The variance is mainly attributable to increased requirements for communications services related to the initiation of the centralized TETRA system

by the United Nations Global Service Centre to lighten the information and telecommunications footprints of field missions, for which a detailed explanation is provided in the Secretary-General's overview report on peacekeeping operations. The increased requirements are offset by reduced requirements for the acquisition of communications equipment, which will be limited in 2015/16 to the replacement of audiovisual and communications network equipment, and for maintenance of equipment and spares.

	Variance	
Information technology	($1 414.6)	(7.7%)

- **Management: reduced outputs and inputs**

148. The variance is attributable mainly to the reduced requirement for the acquisition of information technology equipment in the 2015/16 period.

	Variance	
Medical	$428.3	40.3%

- **Management: additional outputs and inputs**

149. The variance is attributable mainly to the requirement for provision of vaccinations for police- and troop-contributing countries prior to the deployment of military contingents and formed police units, and to increased annual fees for critical medical services.

	Variance	
Other supplies, services and equipment	($7 010.2)	(19.9%)

- **Management: reduced outputs and inputs**

150. The variance is attributed mainly to reduced requirements for freight and other related costs, mine detection and mine-clearing services, bank charges and other services. In addition, the proposed budget for 2015/16 provides an amount of $2,000,000 for the implementation of community labour-intensive projects under the Community Stabilization Section, compared with $2,800,000 for such projects in 2014/15 in the context of disarmament, demobilization and reintegration activities.

IV. Actions to be taken by the General Assembly

151. **The actions to be taken by the General Assembly in connection with the financing of the Operation are:**

(a) **Appropriation of the amount of $1,135,518,100 for the maintenance of the Operation for the 12-month period from 1 July 2015 to 30 June 2016;**

(b) **Assessment of the amount in paragraph (a) above at a monthly rate of $94,626,508, should the Security Council decide to continue the mandate of the Operation.**

V. Summary of follow-up action taken to implement the decisions and requests of the General Assembly contained in its resolution 69/261 on the financing of the African Union-United Nations Hybrid Operation in Darfur, and requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the Assembly

A. General Assembly

Financing of the African Union-United Nations Hybrid Operation in Darfur

(Resolution 69/261)

Decision/request	*Action taken to implement decision/request*
Requests the Secretary-General to continue his efforts to mitigate the environmental impact of the African Union-United Nations Hybrid Operation in Darfur in full compliance with the existing rules and the relevant provisions of General Assembly resolutions (para. 4)	The Operation has developed a mission-specific environmental policy and guidelines, signed by the Head of the Operation, which is circulated to all staff members. An environmental action plan for each financial year is prepared and implemented by concerned sections and units and other stakeholders. UNAMID has put in place various water conservation and sustainment measures, such the construction and rehabilitation of surface-water retaining structures. The Operation has designed a waste management system and implemented a standard operating procedure for waste management. For the reduction of carbon dioxide emissions, UNAMID has designed a reporting tool whereby carbon dioxide emissions are computed and reported to Headquarters. The Operation is also planting trees to enhance carbon dioxide uptake into the atmosphere through carbon sequestration
Also requests the Secretary-General to ensure that the Operation continues to implement mine detection and clearing services in a timely manner (para. 5)	UNAMID will continue to implement mine detection and clearing services in a timely manner, and the appropriation for mine action in the 2014/15 period is expected to be fully utilized. The 2015/16 budget proposal includes a provision in the amount of $8,600,000 for mine detection and mine-clearing services (see paras. 128-130 above)
Further requests the Secretary-General to make every effort to ensure that all planned quick-impact projects are completed in a timely manner (para. 6)	UNAMID has put in place a mechanism, including the training of implementing partners, the sensitization of stakeholders regarding the impact of quick-impact projects, the decentralization of the administration of such projects and the transfer of the administration of certain projects to the Civil Affairs Section. It is envisaged that these measures will enable speedier implementation of quick-impact projects

B. Advisory Committee on Administrative and Budgetary Questions

Financing of the African Union-United Nations Hybrid Operation in Darfur

(A/69/671)

Request/recommendation	*Action taken to implement request/recommendation*
In addition, the Committee recommends that the Operation plan the execution of its construction projects in a phased manner over a multi-year period, based on a level of construction activity that can realistically be completed within each period. (para. 42)	The Operation has implemented the Advisory Committee's recommendation, and has planned the execution of multi-year construction projects for implementation in phases, based on the level of activity that can be realistically completed within each financial period (see para. 34 above)

Annex I

Definitions

A. Terminology related to proposed changes in human resources

The following terminology has been applied with respect to proposed changes in human resources (see sect. II):

- **Post establishment**. A new post is proposed to be established when additional resources are necessary and when it is not possible to redeploy resources from other offices or otherwise accommodate specific activities from within existing resources
- **Post reassignment**. An approved post that was intended to cover a certain function is proposed to implement other priority mandated activities unrelated to the original function. While a post reassignment may involve a change of location or office, it does not change the category or level of the post
- **Post redeployment**. An approved post is proposed to be redeployed to cover comparable or related functions in another office
- **Post reclassification**. An approved post is proposed to be reclassified (upgraded or downgraded) when the duties and responsibilities of the post have changed substantially
- **Post abolishment**. An approved post is proposed to be abolished if it is no longer needed to implement the activities for which it was approved or to implement other priority mandated activities within the mission
- **Post conversion**. Three possible options for post conversion are as follows:
  - o Conversion of general temporary assistance positions to posts: approved positions financed under general temporary assistance are proposed for conversion to posts if the functions being performed are of a continuing nature
  - o Conversion of individual contractors or individuals on procurement contracts to national staff posts: taking into account the continuing nature of certain functions, in line with section VIII, paragraph 11, of General Assembly resolution 59/296, individual contractors or individuals on procurement contracts are proposed for conversion to national staff posts
  - o Conversion of international staff posts to national staff posts: approved international staff posts are proposed for conversion to national staff posts

B. Terminology related to variance analysis

Section III of the present report indicates the single largest contributing factor to each resource variance, according to specific standard options encompassed in the four standard categories listed below:

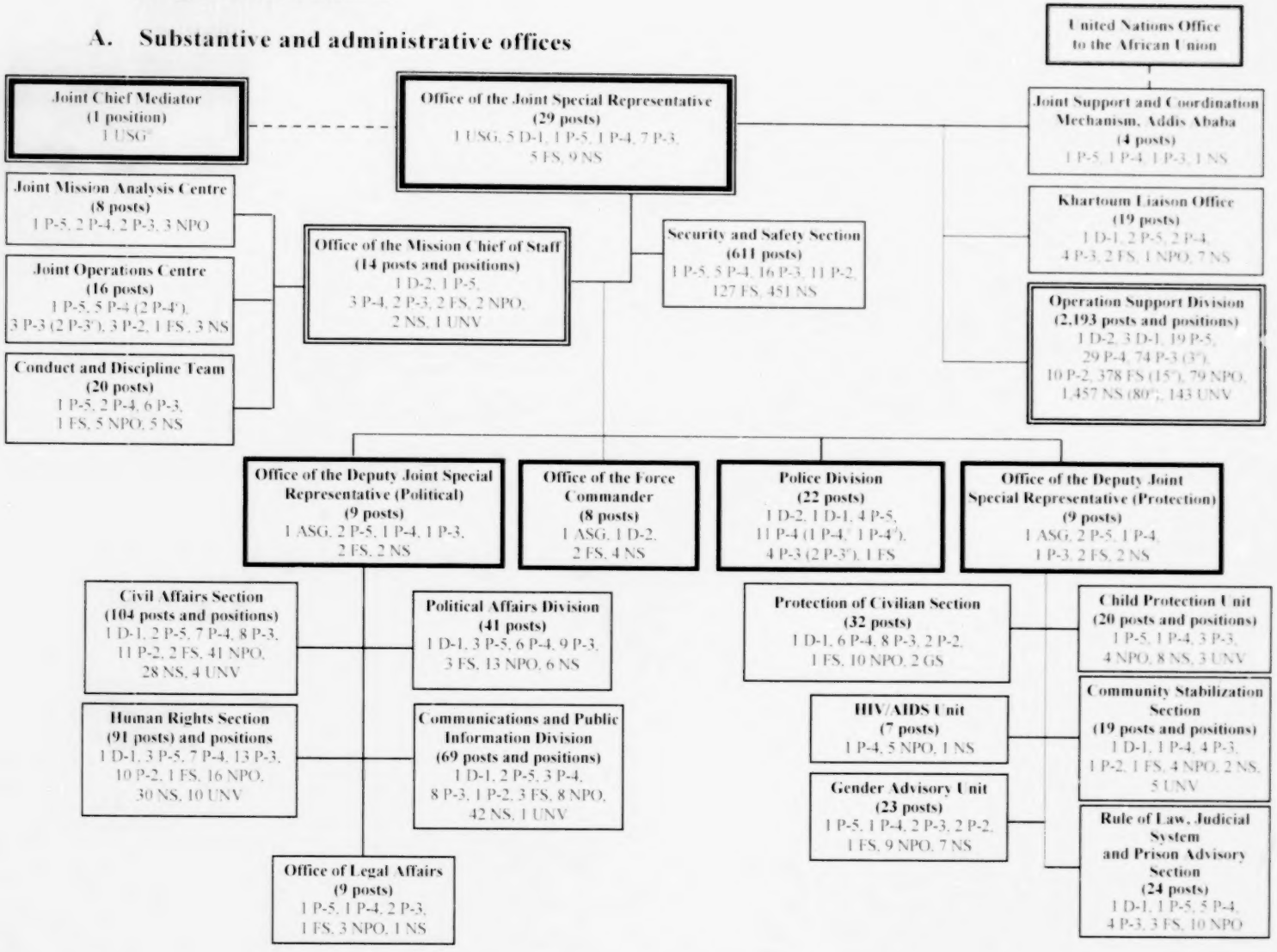
- **Mandate:** variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate

- **External:** variances caused by parties or situations external to the United Nations
- **Cost parameters:** variances caused by United Nations regulations, rules and policies
- **Management:** variances caused by management actions aimed at achieving planned results more effectively (e.g., reprioritizing or adding certain outputs) or efficiently (e.g., taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or arising from performance-related actions (e.g., having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or delayed recruitment)

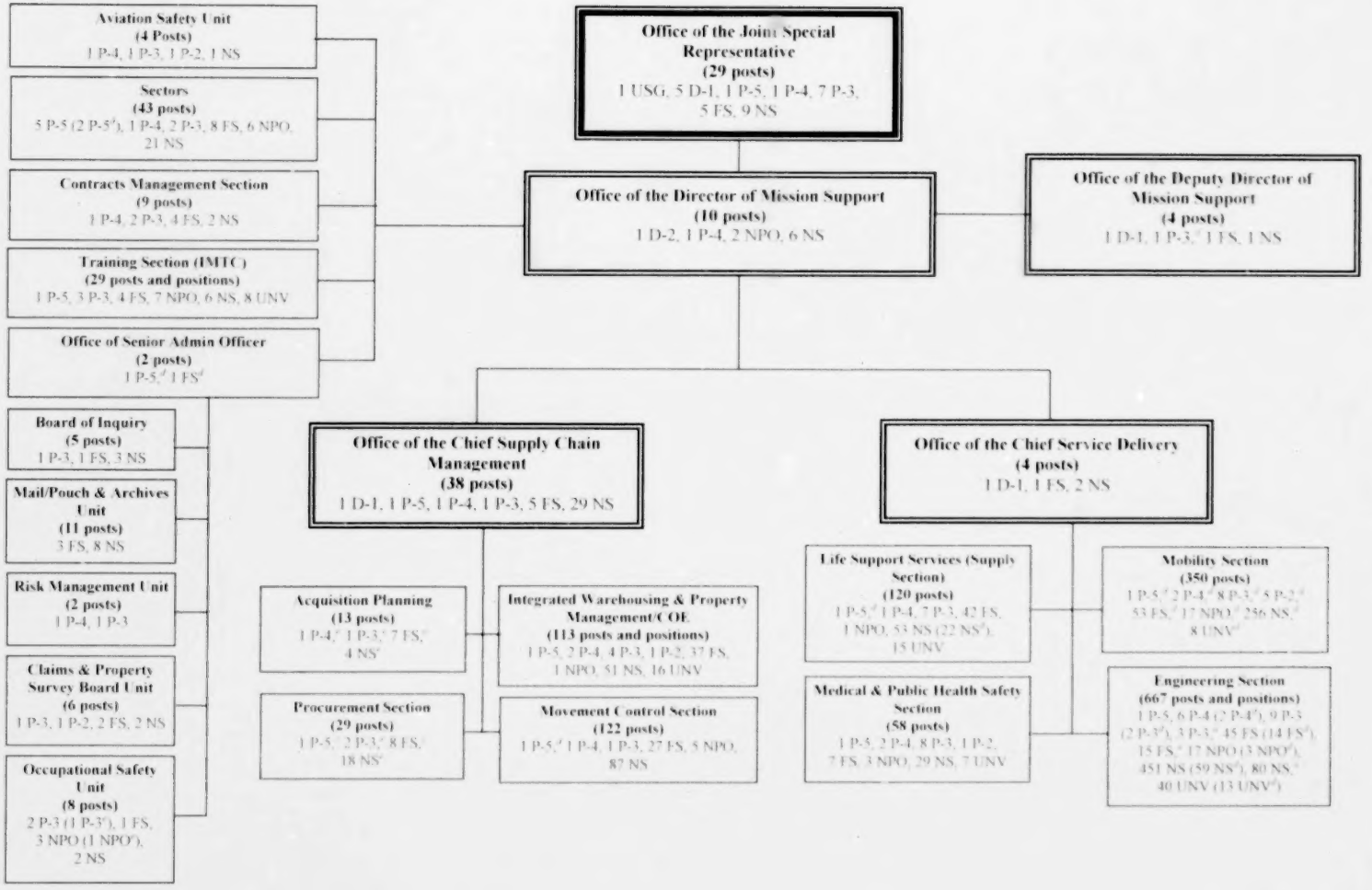
Annex II

Organization charts

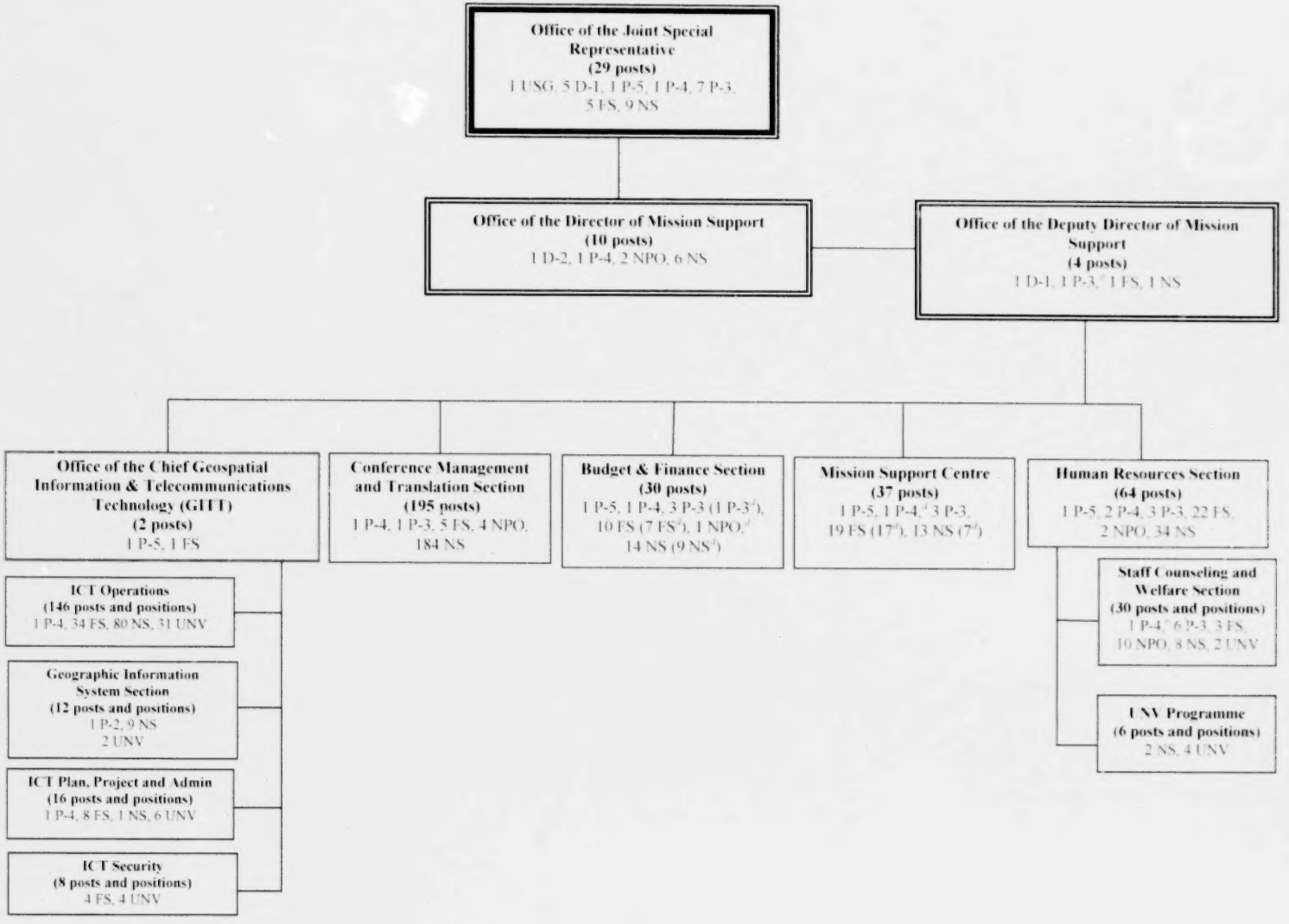
A. Substantive and administrative offices


United Nations Office to the African Union
Joint Chief Mediator (1 position) 1 USG
Office of the Joint Special Representative (29 posts) 1 USG, 5 D-1, 1 P-5, 1 P-4, 7 P-3, 5 FS, 9 NS
Joint Support and Coordination Mechanism, Addis Ababa (4 posts) 1 P-5, 1 P-4, 1 P-3, 1 NS
Joint Mission Analysis Centre (8 posts) 1 P-5, 2 P-4, 2 P-3, 3 NPO
Khartoum Liaison Office (19 posts) 1 D-1, 2 P-5, 2 P-4, 4 P-3, 2 FS, 1 NPO, 7 NS
Joint Operations Centre (16 posts) 1 P-5, 5 P-4 (2 P-4[a]), 3 P-3 (2 P-3[a]), 3 P-2, 1 FS, 3 NS
Office of the Mission Chief of Staff (14 posts and positions) 1 D-2, 1 P-5, 3 P-4, 2 P-3, 2 FS, 2 NPO, 2 NS, 1 UNV
Security and Safety Section (611 posts) 1 P-5, 5 P-4, 16 P-3, 11 P-2, 127 FS, 451 NS
Operation Support Division (2,193 posts and positions) 1 D-2, 3 D-1, 19 P-5, 29 P-4, 74 P-3 (3[a]), 10 P-2, 378 FS (15[a]), 79 NPO, 1,457 NS (80[a]), 143 UNV
Conduct and Discipline Team (20 posts) 1 P-5, 2 P-4, 6 P-3, 1 FS, 5 NPO, 5 NS
Office of the Deputy Joint Special Representative (Political) (9 posts) 1 ASG, 2 P-5, 1 P-4, 1 P-3, 2 FS, 2 NS
Office of the Force Commander (8 posts) 1 ASG, 1 D-2, 2 FS, 4 NS
Police Division (22 posts) 1 D-2, 1 D-1, 4 P-5, 11 P-4 (1 P-4[a], 1 P-4[b]), 4 P-3 (2 P-3[a]), 1 FS
Office of the Deputy Joint Special Representative (Protection) (9 posts) 1 ASG, 2 P-5, 1 P-4, 1 P-3, 2 FS, 2 NS
Civil Affairs Section (104 posts and positions) 1 D-1, 2 P-5, 7 P-4, 8 P-3, 11 P-2, 2 FS, 41 NPO, 28 NS, 4 UNV
Political Affairs Division (41 posts) 1 D-1, 3 P-5, 6 P-4, 9 P-3, 3 FS, 13 NPO, 6 NS
Protection of Civilian Section (32 posts) 1 D-1, 6 P-4, 8 P-3, 2 P-2, 1 FS, 10 NPO, 2 GS
Child Protection Unit (20 posts and positions) 1 P-5, 1 P-4, 3 P-3, 4 NPO, 8 NS, 3 UNV
Human Rights Section (91 posts) and positions 1 D-1, 3 P-5, 7 P-4, 13 P-3, 10 P-2, 1 FS, 16 NPO, 30 NS, 10 UNV
Communications and Public Information Division (69 posts and positions) 1 D-1, 2 P-5, 3 P-4, 8 P-3, 1 P-2, 3 FS, 8 NPO, 42 NS, 1 UNV
HIV/AIDS Unit (7 posts) 1 P-4, 5 NPO, 1 NS
Community Stabilization Section (19 posts and positions) 1 D-1, 1 P-4, 4 P-3, 1 P-2, 1 FS, 4 NPO, 2 NS, 5 UNV
Gender Advisory Unit (23 posts) 1 P-5, 1 P-4, 2 P-3, 2 P-2, 1 FS, 9 NPO, 7 NS
Rule of Law, Judicial System and Prison Advisory Section (24 posts) 1 D-1, 1 P-5, 5 P-4, 4 P-3, 3 FS, 10 NPO
Office of Legal Affairs (9 posts) 1 P-5, 1 P-4, 2 P-3, 1 FS, 3 NPO, 1 NS

B.1 Operation Support Division


Aviation Safety Unit
(4 Posts)
1 P-4, 1 P-3, 1 P-2, 1 NS
Sectors
(43 posts)
5 P-5 (2 P-5[a]), 1 P-4, 2 P-3, 8 FS, 6 NPO, 21 NS
Contracts Management Section
(9 posts)
1 P-4, 2 P-3, 4 FS, 2 NS
Training Section (IMTC)
(29 posts and positions)
1 P-5, 3 P-3, 4 FS, 7 NPO, 6 NS, 8 UNV
Office of Senior Admin Officer
(2 posts)
1 P-5,[d] 1 FS[d]
Board of Inquiry
(5 posts)
1 P-3, 1 FS, 3 NS
Mail/Pouch & Archives Unit
(11 posts)
3 FS, 8 NS
Risk Management Unit
(2 posts)
1 P-4, 1 P-3
Claims & Property Survey Board Unit
(6 posts)
1 P-3, 1 P-2, 2 FS, 2 NS
Occupational Safety Unit
(8 posts)
2 P-3 (1 P-3[c]), 1 FS, 3 NPO (1 NPO[c]), 2 NS
Office of the Joint Special Representative
(29 posts)
1 USG, 5 D-1, 1 P-5, 1 P-4, 7 P-3, 5 FS, 9 NS
Office of the Director of Mission Support
(10 posts)
1 D-2, 1 P-4, 2 NPO, 6 NS
Office of the Deputy Director of Mission Support
(4 posts)
1 D-1, 1 P-3,[c] 1 FS, 1 NS
Office of the Chief Supply Chain Management
(38 posts)
1 D-1, 1 P-5, 1 P-4, 1 P-3, 5 FS, 29 NS
Acquisition Planning
(13 posts)
1 P-4,[c] 1 P-3,[c] 7 FS,[c] 4 NS[c]
Procurement Section
(29 posts)
1 P-5,[c] 2 P-3,[c] 8 FS,[c] 18 NS[c]
Integrated Warehousing & Property Management/COE
(113 posts and positions)
1 P-5, 2 P-4, 4 P-3, 1 P-2, 37 FS, 1 NPO, 51 NS, 16 UNV
Movement Control Section
(122 posts)
1 P-5,[c] 1 P-4, 1 P-3, 27 FS, 5 NPO, 87 NS
Office of the Chief Service Delivery
(4 posts)
1 D-1, 1 FS, 2 NS
Life Support Services (Supply Section)
(120 posts)
1 P-5,[c] 1 P-4, 7 P-3, 42 FS, 1 NPO, 53 NS (22 NS[c]), 15 UNV
Medical & Public Health Safety Section
(58 posts)
1 P-5, 2 P-4, 8 P-3, 1 P-2, 7 FS, 3 NPO, 29 NS, 7 UNV
Mobility Section
(350 posts)
1 P-5,[c] 2 P-4,[c] 8 P-3,[c] 5 P-2,[c] 53 FS,[c] 17 NPO,[c] 256 NS,[c] 8 UNV[c]
Engineering Section
(667 posts and positions)
1 P-5, 6 P-4 (2 P-4[c]), 9 P-3 (2 P-3[c]), 3 P-3,[c] 45 FS (14 FS[c]), 15 FS,[c] 17 NPO (3 NPO[c]), 451 NS (59 NS[c]), 80 NS,[c] 40 UNV (13 UNV[c])

B.2 Office of the Director of Mission Support


Office of the Joint Special Representative
(29 posts)
1 USG, 5 D-1, 1 P-5, 1 P-4, 7 P-3, 5 FS, 9 NS
Office of the Director of Mission Support
(10 posts)
1 D-2, 1 P-4, 2 NPO, 6 NS
Office of the Deputy Director of Mission Support
(4 posts)
1 D-1, 1 P-3,[c] 1 FS, 1 NS
Office of the Chief Geospatial Information & Telecommunications Technology (GITT)
(2 posts)
1 P-5, 1 FS
Conference Management and Translation Section
(195 posts)
1 P-4, 1 P-3, 5 FS, 4 NPO, 184 NS
Budget & Finance Section
(30 posts)
1 P-5, 1 P-4, 3 P-3 (1 P-3[c]), 10 FS (7 FS[c]), 1 NPO,[d] 14 NS (9 NS[c])
Mission Support Centre
(37 posts)
1 P-5, 1 P-4,[d] 3 P-3, 19 FS (17[c]), 13 NS (7[c])
Human Resources Section
(64 posts)
1 P-5, 2 P-4, 3 P-3, 22 FS, 2 NPO, 34 NS
ICT Operations
(146 posts and positions)
1 P-4, 34 FS, 80 NS, 31 UNV
Geographic Information System Section
(12 posts and positions)
1 P-2, 9 NS
2 UNV
ICT Plan, Project and Admin
(16 posts and positions)
1 P-4, 8 FS, 1 NS, 6 UNV
ICT Security
(8 posts and positions)
4 FS, 4 UNV
Staff Counseling and Welfare Section
(30 posts and positions)
1 P-4,[c] 6 P-3, 3 FS, 10 NPO, 8 NS, 2 UNV
UNV Programme
(6 posts and positions)
2 NS, 4 UNV

(Footnotes on following page)

(Footnotes to Organization charts)

Abbreviations: USG, Under-Secretary-General; ASG, Assistant Secretary-General; FS, Field Service; NS, national General Service staff; NPO, National Professional Officer; UNV, United Nations Volunteer.

[a] General Temporary Assistance.

[b] Transferred/Realigned.

[c] Established.

[d] Redeployed.

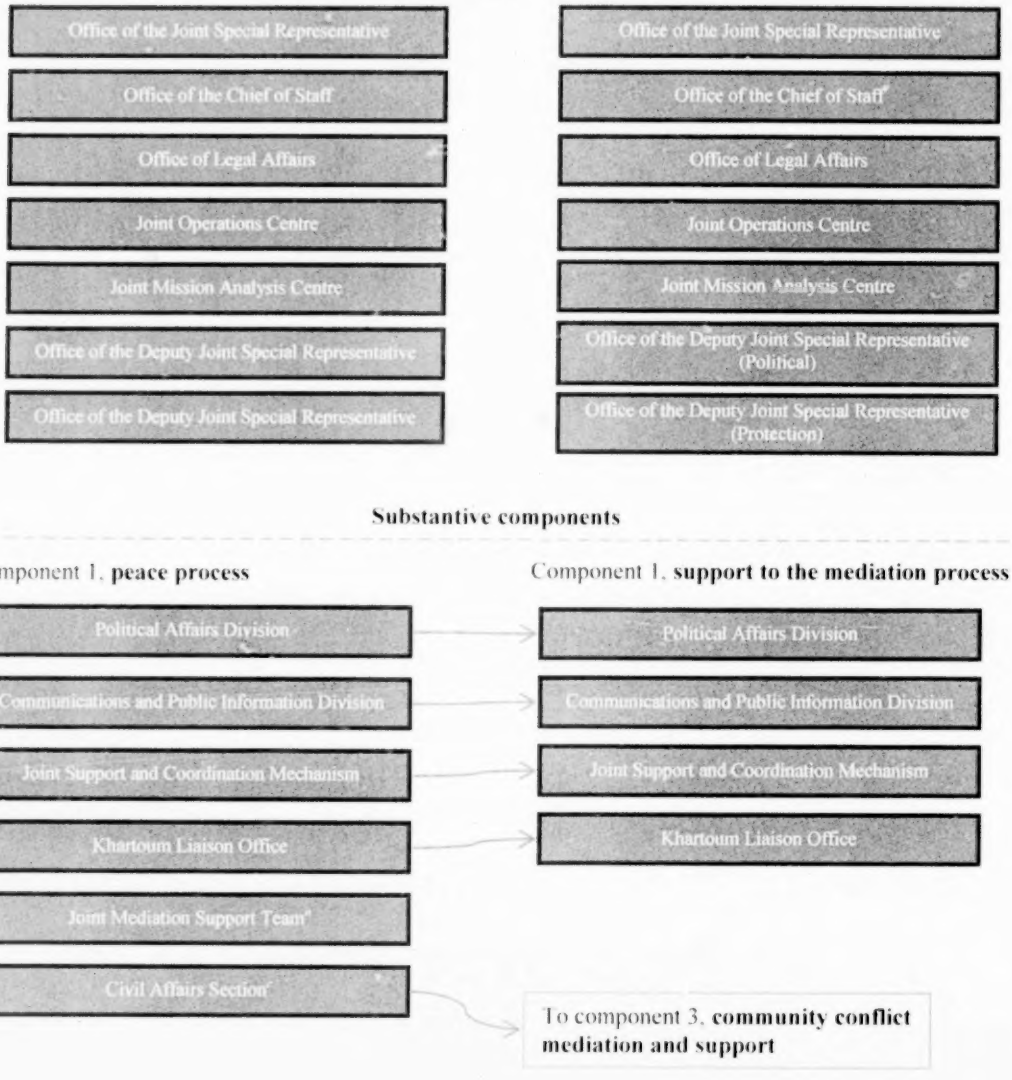
[e] Reassigned.

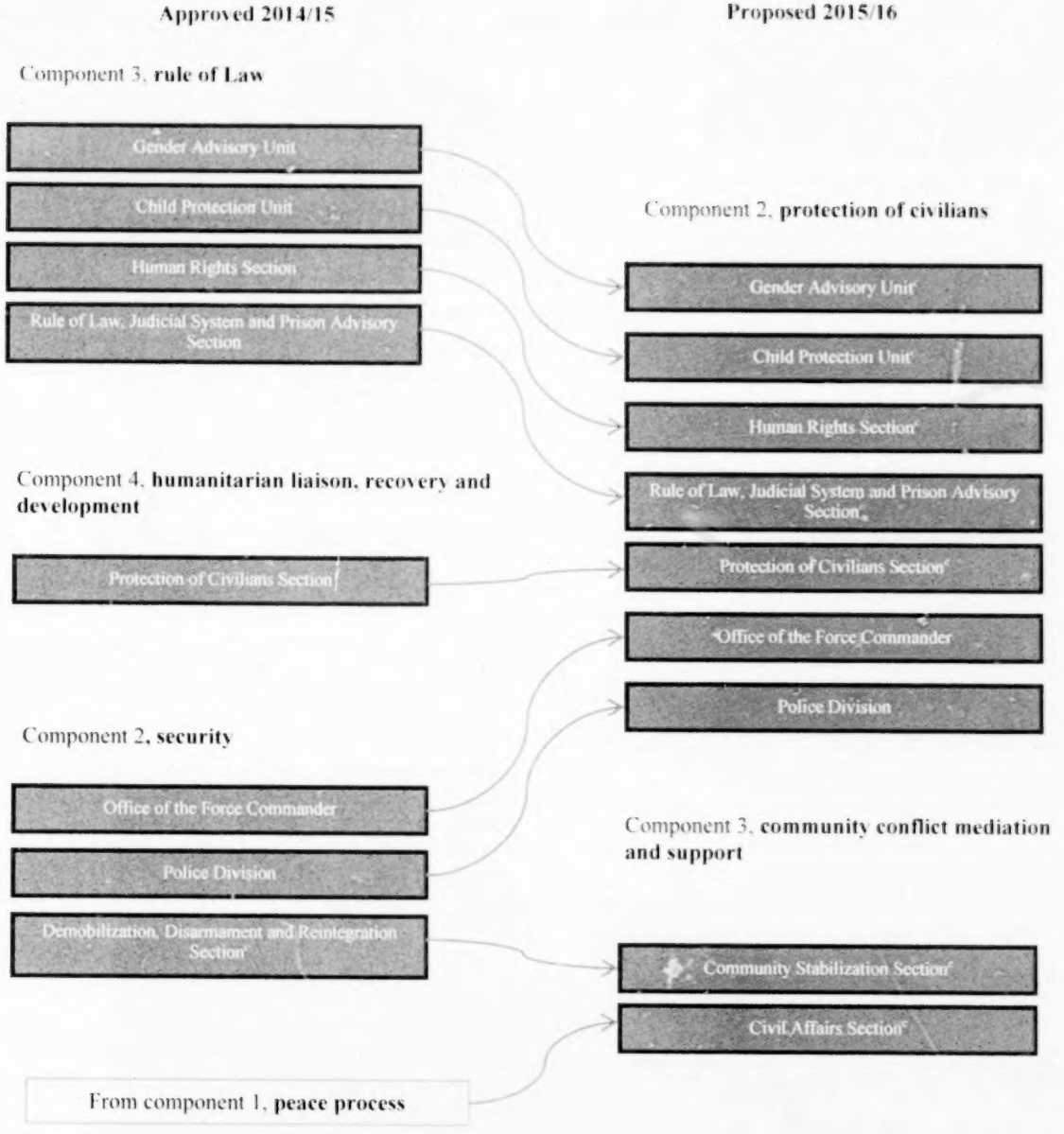
[f] Converted.

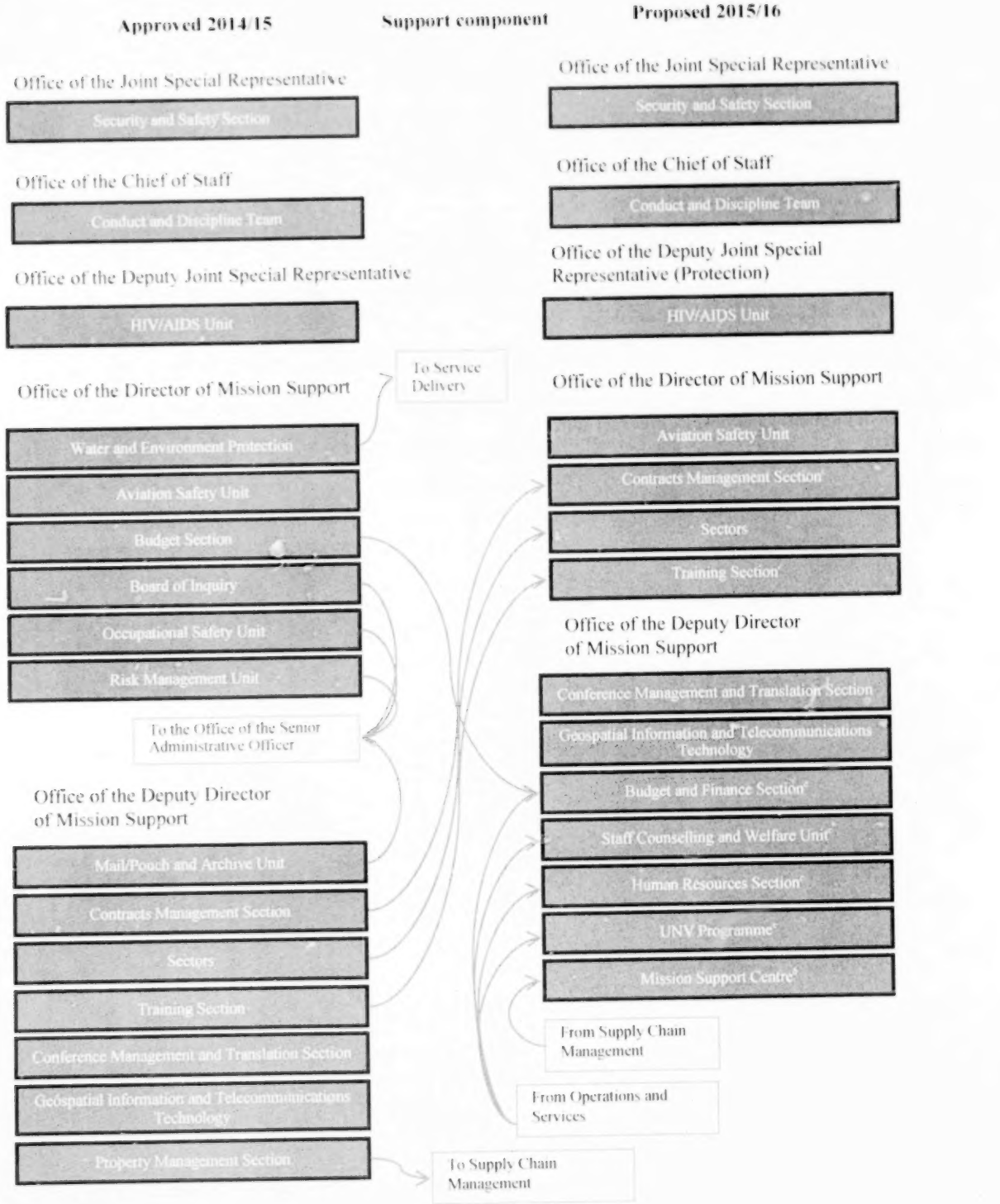
[g] Reclassified.

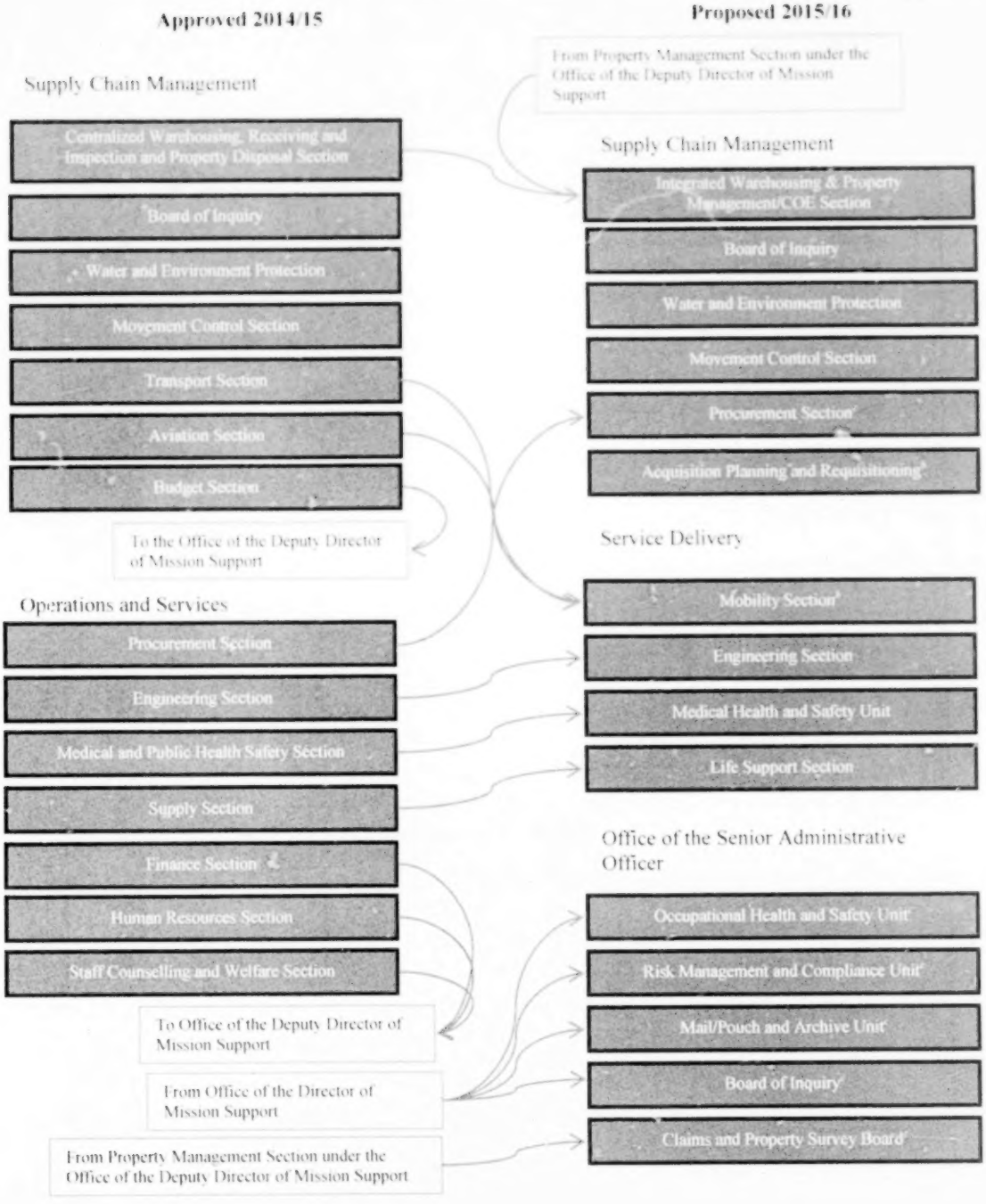
Annex III

UNAMID: proposed changes to the organizational structure for 2015/16, by component


Approved 2014/15
Proposed 2015/16
Executive direction and management
Office of the Joint Special Representative
Office of the Chief of Staff
Office of Legal Affairs
Joint Operations Centre
Joint Mission Analysis Centre
Office of the Deputy Joint Special Representative
Office of the Deputy Joint Special Representative
Office of the Joint Special Representative
Office of the Chief of Staff
Office of Legal Affairs
Joint Operations Centre
Joint Mission Analysis Centre
Office of the Deputy Joint Special Representative (Political)
Office of the Deputy Joint Special Representative (Protection)
Substantive components
Component 1, peace process
Political Affairs Division
Communications and Public Information Division
Joint Support and Coordination Mechanism
Khartoum Liaison Office
Joint Mediation Support Team
Civil Affairs Section
Component 1, support to the mediation process
Political Affairs Division
Communications and Public Information Division
Joint Support and Coordination Mechanism
Khartoum Liaison Office
To component 3, community conflict mediation and support


Approved 2014/15
Proposed 2015/16
Component 3, rule of Law
Gender Advisory Unit
Child Protection Unit
Human Rights Section
Rule of Law, Judicial System and Prison Advisory Section
Component 4, humanitarian liaison, recovery and development
Protection of Civilians Section
Component 2, security
Office of the Force Commander
Police Division
Demobilization, Disarmament and Reintegration Section
From component 1, peace process
Component 2, protection of civilians
Gender Advisory Unit
Child Protection Unit
Human Rights Section
Rule of Law, Judicial System and Prison Advisory Section
Protection of Civilians Section
Office of the Force Commander
Police Division
Component 3, community conflict mediation and support
Community Stabilization Section
Civil Affairs Section


Approved 2014/15
Support component
Proposed 2015/16
Office of the Joint Special Representative
Security and Safety Section
Office of the Chief of Staff
Conduct and Discipline Team
Office of the Deputy Joint Special Representative
HIV/AIDS Unit
Office of the Director of Mission Support
Water and Environment Protection
Aviation Safety Unit
Budget Section
Board of Inquiry
Occupational Safety Unit
Risk Management Unit
To Service Delivery
To the Office of the Senior Administrative Officer
Office of the Deputy Director of Mission Support
Mail/Pouch and Archive Unit
Contracts Management Section
Sectors
Training Section
Conference Management and Translation Section
Geospatial Information and Telecommunications Technology
Property Management Section
To Supply Chain Management
Office of the Joint Special Representative
Security and Safety Section
Office of the Chief of Staff
Conduct and Discipline Team
Office of the Deputy Joint Special Representative (Protection)
HIV/AIDS Unit
Office of the Director of Mission Support
Aviation Safety Unit
Contracts Management Section
Sectors
Training Section
Office of the Deputy Director of Mission Support
Conference Management and Translation Section
Geospatial Information and Telecommunications Technology
Budget and Finance Section
Staff Counselling and Welfare Unit
Human Resources Section
UNV Programme
Mission Support Centre
From Supply Chain Management
From Operations and Services


Approved 2014/15
Supply Chain Management
Centralized Warehousing, Receiving and Inspection and Property Disposal Section
Board of Inquiry
Water and Environment Protection
Movement Control Section
Transport Section
Aviation Section
Budget Section
To the Office of the Deputy Director of Mission Support
Operations and Services
Procurement Section
Engineering Section
Medical and Public Health Safety Section
Supply Section
Finance Section
Human Resources Section
Staff Counselling and Welfare Section
To Office of the Deputy Director of Mission Support
From Office of the Director of Mission Support
From Property Management Section under the Office of the Deputy Director of Mission Support
Proposed 2015/16
From Property Management Section under the Office of the Deputy Director of Mission Support
Supply Chain Management
Integrated Warehousing & Property Management/COE Section
Board of Inquiry
Water and Environment Protection
Movement Control Section
Procurement Section
Acquisition Planning and Requisitioning
Service Delivery
Mobility Section
Engineering Section
Medical Health and Safety Unit
Life Support Section
Office of the Senior Administrative Officer
Occupational Health and Safety Unit
Risk Management and Compliance Unit
Mail/Pouch and Archive Unit
Board of Inquiry
Claims and Property Survey Board

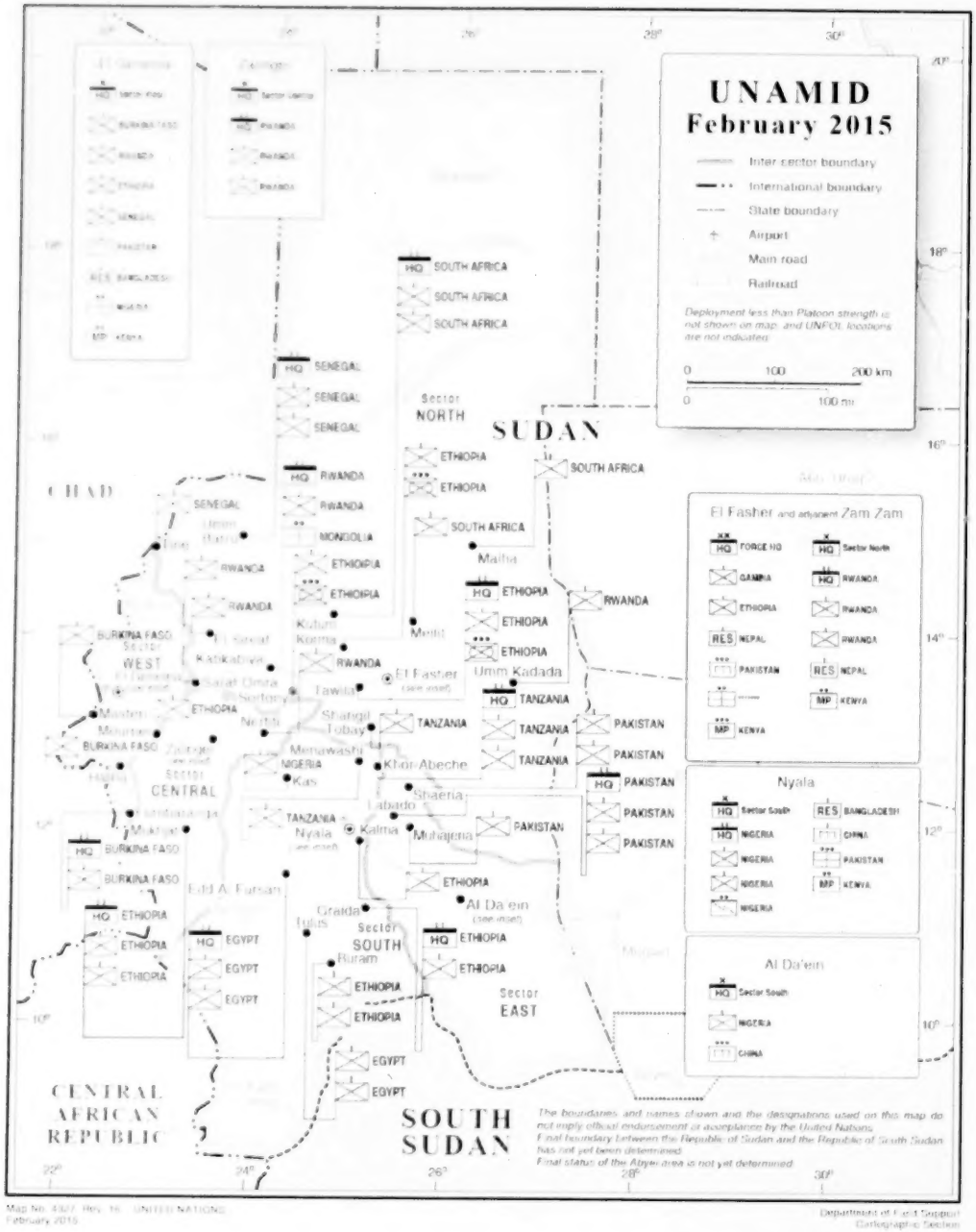
2015/16 proposed changes

[a] Office abolished.

[b] Office established.

[c] Office redeployed.

Maps


UNAMID
February 2015
Inter-sector boundary
International boundary
State boundary
Airport
Main road
Railroad
Deployment less than Platoon strength is not shown on map, and UNFOL locations are not indicated.
0 100 200 km
0 100 nm
SUDAN
CHAD
SOUTH SUDAN
CENTRAL AFRICAN REPUBLIC
Sector NORTH
Sector WEST
Sector CENTRAL
Sector SOUTH
Sector EAST
El Fasher and adjacent Zam Zam
Nyala
Al Da'ein
The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.
Final boundary between the Republic of Sudan and the Republic of South Sudan has not yet been determined.
Final status of the Abyei area is not yet determined.
Map No. 4327 Rev. 16 UNITED NATIONS
February 2015
Department of Field Support
Cartographic Section